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Chief Executive

Recruitment pack

Welcome

Thank you for your interest in the role of Chief Executive at Aberdeen City Council.

This is a rare opportunity to lead one of Scotland's most ambitious and forward-looking local authorities at a pivotal moment in the city's history.

Home to more than 230,000 people, Aberdeen is a modern, dynamic city with an exceptional quality of life. From its award-winning parks and golden beach to its thriving cultural scene, world-class venues and internationally respected universities, Aberdeen is a unique place to live, work, study, visit and invest.

The North East has long been a powerhouse of the Scottish and UK economies. Building on our strong tradition of entrepreneurship and the success of the oil and gas sector, Aberdeen is continuing to diversify its economy, creating the conditions for sustainable growth, investment and long-term prosperity.

As Chief Executive, you will lead the Council as it helps shape Aberdeen's future, ensuring success is widely shared and delivers benefits for all residents.

With responsibility for a workforce of 9,000 employees, you will inspire and support colleagues to deliver high-quality services, drive innovation and advance the Council's priorities for the city and its people.

We are seeking an inspirational leader with a strong commitment to public service, the ability to navigate complexity and change, and the vision to make a difference for Aberdeen.

If you are excited by the prospect of helping write the next chapter in Aberdeen's story and creating lasting opportunities for its people and communities, please read on.



Councillor Christian Allard
*Co-Leader,
Aberdeen City Council*



Councillor Ian Yuill
*Co-Leader,
Aberdeen City Council*



Aberdeen – Place, People and Prosperity

Place

Aberdeen is a city of national significance and distinct character. Its historic architecture, cultural attractions, coastline, and proximity to Royal Deeside and the Cairngorms contribute to an exceptional quality of life. Continued investment in regeneration, public spaces, culture and communities is helping to create a vibrant, sustainable and welcoming city for the future.

People

At the heart of Aberdeen's success are its people. Serving as the regional centre for North East Scotland, the city benefits from a highly skilled workforce and internationally recognised education, research and health institutions, including the University of Aberdeen, Robert Gordon University and NHS Grampian. Through the Community Planning Partnership and Local Outcome Improvement Plan, partners work together to improve outcomes, reduce inequalities and ensure that economic success is shared more widely across communities.

Prosperity

Aberdeen is one of the UK's most productive economies and is playing a leading role in the transition to Net Zero. Building on decades of entrepreneurship, the region is diversifying into high-value sectors including digital technology, life sciences, tourism, food and drink, and creative industries. Backed by significant public and private investment, Aberdeen is well positioned for long-term economic growth.

Why Aberdeen?

Aberdeen has a long history of adapting to change. From its origins as a trading and maritime centre to its emergence as a global energy capital, the city has repeatedly reinvented itself.

For senior leaders, this presents a rare opportunity: to help shape the future of a city that is nationally significant, internationally connected and ambitious for generations to come. Working with partners across the public, private and third sectors, you will lead the Council's contribution.

Aberdeen at a Glance

- Scotland's third-largest city
- Regional centre for North East Scotland
- One of the UK's most productive economies
- A thriving education sector with two universities, NESCol and specialist institutions including SRUC
- One of the UK's most highly skilled workforces
- At the forefront of the UK's energy transition
- More than £1 billion invested through the Aberdeen City Region Deal
- A globally connected city



About Aberdeen City Council

Aberdeen City Council is a large, complex and influential local authority, delivering a wide range of services that support residents, businesses and communities across the city.

Our purpose is to work with communities and partners to make Aberdeen a place where everyone can thrive, regardless of background or circumstance. The Local Outcome Improvement Plan (LOIP) 2026-2036 sets out a shared ten-year vision for achieving this through five long-term priorities: childhood experiences, working lives and access to work, communities and housing, neighbourhoods and the environment, and reducing preventable deaths.

Reflecting these shared ambitions, the Council's priorities are centred on improving outcomes and reducing inequalities, helping children and young people get the best start in life, creating healthy and resilient communities, driving economic growth and opportunity, and delivering modern, sustainable public services.



Strategic Context

The Council is undertaking a significant programme of organisational reform, modernising how it operates, makes decisions and delivers services to meet future financial, demographic and service challenges. This includes strengthening governance, expanding prevention and early intervention, making better use of data and technology, and ensuring the effective stewardship of public resources.



Medium Term Financial Strategy

The Medium Term Financial Strategy (MTFS) provides the framework for the Council's long-term financial planning. It identifies future funding pressures, investment priorities and the actions required to ensure services remain sustainable while delivering best value for residents.

Transformation Programme

The Council is delivering an ambitious transformation programme focused on service redesign, digital innovation, prevention, property rationalisation and new delivery models. The programme aims to improve outcomes for residents, strengthen organisational resilience and help address long-term financial challenges.





About Aberdeen City Council

Economic Growth Ambitions

Aberdeen has ambitious plans to build a diverse, resilient and globally competitive economy. Working closely with regional and national partners, the Council supports investment, innovation and skills development across key sectors including energy transition, digital technology, life sciences, tourism, food and drink, and the creative industries.

Community Planning

Through Community Planning Aberdeen, the Council works alongside public, private and third-sector partners to improve outcomes for residents. The partnership focuses on tackling poverty and inequality, improving health and wellbeing, supporting children and families, and strengthening communities through prevention, empowerment and collaborative action.

Our Culture

The Council's culture is shaped by our people and our Guiding Principles, which were developed with employees from across the organisation and reflect the values and behaviours that matter to people. They provide a shared framework for how we work with residents, partners and colleagues.



We are committed to creating a workplace where people feel welcome, respected and able to contribute. We value different perspectives and experiences and believe they strengthen our ability to serve Aberdeen's communities and deliver better outcomes.

For further information about Aberdeen City Council and to support your application, you may find it useful to consider the following documents:

- [ACC Organisation Structure](#)
- [Local Outcome Improvement Plan](#)
- [Aberdeen City Region Deal](#)
- [Council's City Centre and Beach Masterplan](#)
- [Regional Economic Strategy](#)
- [Medium Term Financial Strategy](#)

Political Leadership

Aberdeen has 45 Elected Members (councillors) that represent 13 wards across the city.

Elected Members decide how public funding is allocated and help set the policies that shape local services, including education, social care, housing, waste collection and road maintenance. To make these decisions, councillors meet in committees covering different service areas to consider reports and recommendations from council officers. They debate the options before voting on a course of action, with some significant decisions requiring approval by the Full Council.

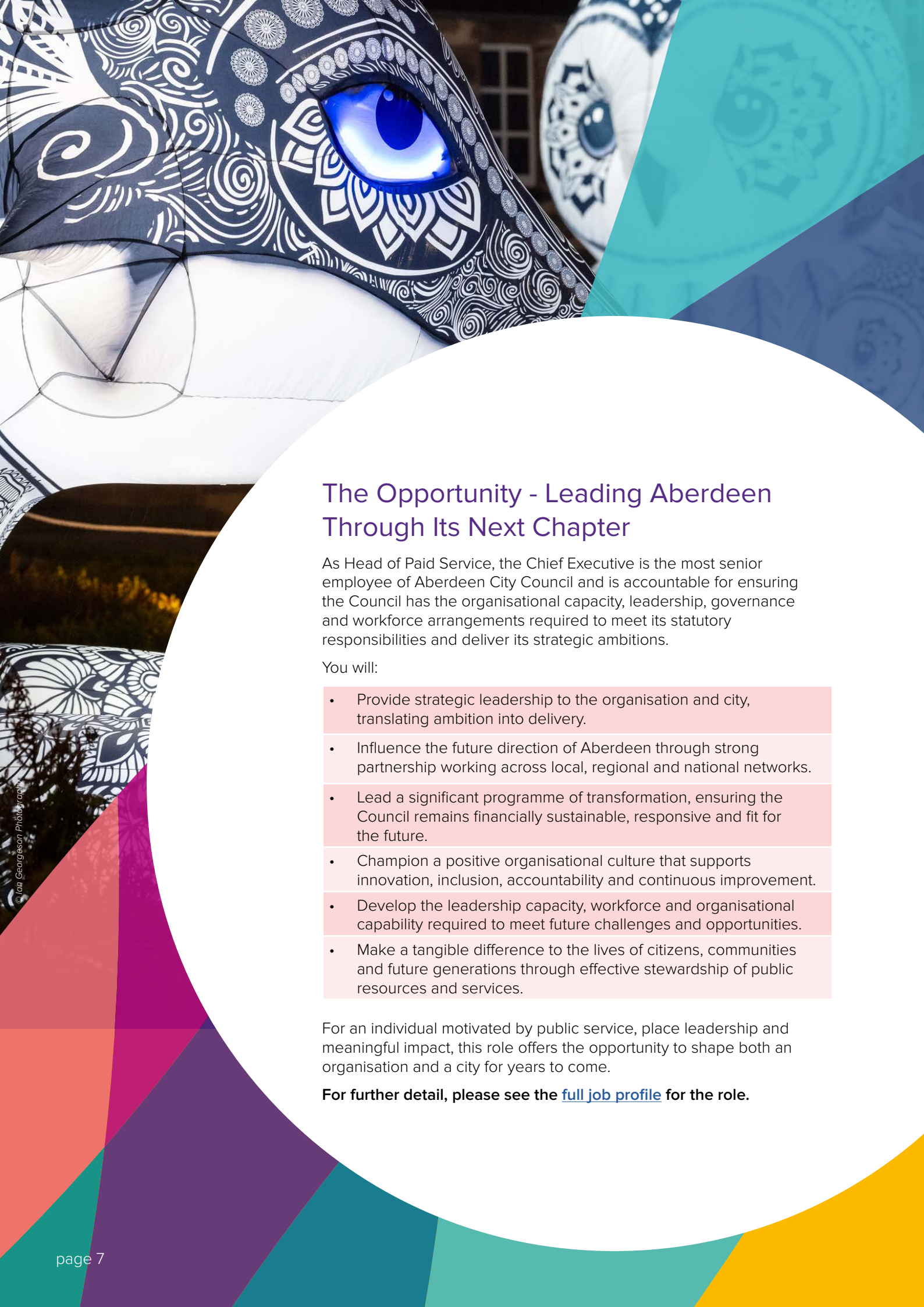
You can find more information on the political make-up of the Council and committee structure and membership on our [website](#).

How this post works with councillors

As the senior member of the Council's corporate management team, the Chief Executive works very closely with Elected Members, both in an advisory role and in delivering Council policies and decisions through the operational teams.

This includes preparing and speaking to reports for committees or the Full Council meeting of all Elected Members and attending other meetings with Elected Members as required.





The Opportunity - Leading Aberdeen Through Its Next Chapter

As Head of Paid Service, the Chief Executive is the most senior employee of Aberdeen City Council and is accountable for ensuring the Council has the organisational capacity, leadership, governance and workforce arrangements required to meet its statutory responsibilities and deliver its strategic ambitions.

You will:

- Provide strategic leadership to the organisation and city, translating ambition into delivery.
- Influence the future direction of Aberdeen through strong partnership working across local, regional and national networks.
- Lead a significant programme of transformation, ensuring the Council remains financially sustainable, responsive and fit for the future.
- Champion a positive organisational culture that supports innovation, inclusion, accountability and continuous improvement.
- Develop the leadership capacity, workforce and organisational capability required to meet future challenges and opportunities.
- Make a tangible difference to the lives of citizens, communities and future generations through effective stewardship of public resources and services.

For an individual motivated by public service, place leadership and meaningful impact, this role offers the opportunity to shape both an organisation and a city for years to come.

For further detail, please see the [full job profile](#) for the role.



The Candidate

We are seeking an exceptional and values-led leader who combines strategic vision with a strong commitment to public service. You will be an accomplished executive, capable of operating confidently within a complex political environment whilst maintaining impartiality, integrity and sound judgement. You will inspire trust, build strong partnerships and lead with authenticity, creating the conditions for high performance, innovation and continuous improvement.

The successful candidate will demonstrate:

- A proven track record of strategic leadership within a large, complex organisation.
- The ability to work effectively with elected members and stakeholders, providing balanced, evidence-based advice while respecting democratic accountability.
- Exceptional relationship-building and partnership skills, with the credibility to influence across government, public services, businesses, communities and regional partners.
- Strong organisational leadership experience, including governance, workforce leadership, service transformation and performance improvement.
- The ability to navigate complexity, ambiguity and competing priorities while maintaining a clear focus on outcomes for citizens and communities.
- A strong commitment to inclusive leadership, creating a culture where people feel respected, valued and empowered to contribute.
- Personal resilience, integrity and sound judgement, with the confidence to lead through challenge and change.



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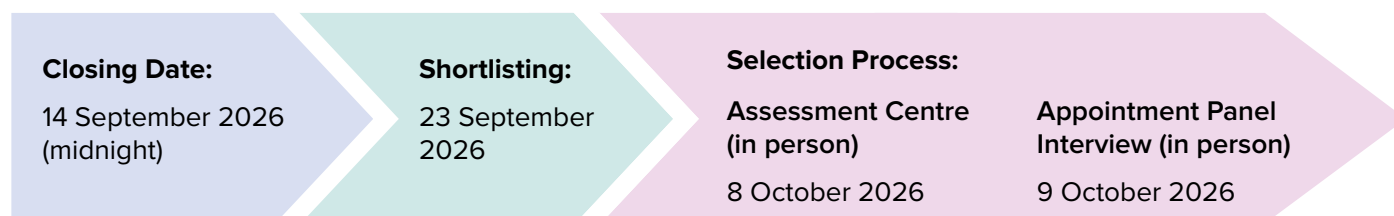
How to Apply

We hope that you have found the information in this recruitment pack useful and informative and that we have inspired you to find out more and/or to make your application.

For a confidential discussion about the role, please contact Amy Billington at SOLACE, our Recruitment Partner on Amy.Billington@solace.org.uk or 0207 9763311.

To apply: [please visit My Job Scotland](#).

Selection Process Timetable



Equality, Diversity and Inclusion

Aberdeen City Council is an equal opportunities employer. We believe diverse perspectives strengthen decision-making, leadership and public service delivery. We welcome applications from candidates who share our commitment to inclusive leadership and improving outcomes for all communities across Aberdeen, and particularly from those currently under-represented in public sector leadership. Further information on Equality, Diversity and Inclusion can be found in our [Equality, Diversity, Inclusion and Recruitment](#) pack.



Summary of Terms

Terms and conditions of employment

The terms and conditions of employment associated with this role are in accordance with and subject to collective agreements negotiated from time to time by the Scottish Joint Negotiating Committee for Chief Officials of Local authorities, set out in the SJNC Scheme of Salaries and Conditions of Service for Chief Officials (the 'Chief Officials Book'), as supplemented by local collective agreements reached with trade unions recognised by the Council.

Salary

The salary band is currently **£188,973 to £199,973**. Effective from 1 November 2026, the salary band will increase to **£198,696 to £209,153**.

Fees applicable to the role of Returning Officer for the various local and national elections are payable separately.

Holiday entitlement

This role attracts an annual leave entitlement of 28 days (including 5 floating days in respect of public holidays) plus an additional 5 days for five years continuous Local Government service plus a further 3 days for 10 years continuous Local Government service. In addition, the Council recognises 7 public holidays throughout the calendar year.

Place of work

The recognised base for employment is Marischal College, Aberdeen.

Flexible Working

Aberdeen City Council supports flexible and agile working arrangements where these meet the needs of the role and the objectives of the Council. The Chief Executive role requires the postholder to maintain a regular and visible presence within Aberdeen and must be able to attend Council premises, partner meetings, emergency incidents and civic events as required.

Pension fund

Employees will automatically be contractually enrolled into the Local Government Pension Scheme (LGPS). The Scheme is a statutory local government scheme, and the Council pays an employer contribution. Employee contributions are tiered and depend on an individual's pay. Rates are reviewed annually. You can find more information by visiting www.nespf.org.uk or by calling 01224 264264.

Political restriction

Under the terms of the Local Government and Housing Act 1989, this role has been designated as politically restricted. Consequently the terms and conditions attached to the post are deemed to incorporate various clauses as detailed in the Local Government Officers (Political Restrictions) Regulations 1990 (as amended).

