



Royal College
of Midwives

Job Description and Person Specification Director, Midwifery Policy and Practice

Responsibility level	Director
FTE	1.0
Permanent work location	RCM London HQ, office based in Cardiff, Belfast or Edinburgh, or home based in the UK
Reporting and accountable to	Executive Director, Midwife
Line management responsibilities	Yes
Travel requirements	UK travel as required
Live registration with the NMC as a Midwife	Required throughout employment

Role outline

The RCM is the expert voice of midwifery, locally, nationally, and internationally.

The RCM's Director team support the Executive team in providing strategic direction and leadership for the organisation whilst ensuring effective operational review and delivery, providing both a corporate UK wide role and taking direct responsibility for a portfolio of strategic and operational considerations.

The RCM's Director for Midwifery Policy and Practice will lead on professional policy and practice, including quality and safety.

The role will deputise for the Senior Director for Professional Midwifery as required.





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Responsibilities

Competency	Accountability level
<p>Vision and Strategy</p>	<p>Work closely with the Executive team to provide strong leadership and direction, ensuring that RCM's position as the UK's principal professional association and trade union for midwifery is sustained.</p>
	<p>Support the delivery of the mission and strategic direction of the RCM as set by the RCM's Board and as directed by the Executive team.</p>
<p>Relationships and Communication</p>	<p>Be the face of the RCM to our Members and potential members, ensuring all aspects of our professional midwifery practice remit meet our aims.</p>
	<p>Build relationships across professional organisations and other key stakeholders to ensure effective influencing on the maternity agenda.</p>
<p>Business Operations</p>	<p>Have oversight and ensure that all relevant RCM systems and processes are in place within this area of expertise and that the RCM's reputation and standing is protected.</p>
	<p>Be an effective people manager within the RCM's professional team.</p>
	<p>Ensure that the RCM is positioned to influence professional midwifery issues within the UK.</p>
	<p>Undertake programme and project leadership as allocated by the RCM's Executive team to support the delivery of the strategic business plan.</p>
<p>Ensuring Success</p>	<p>Provide direction and leadership to the staff of the RCM.</p>
	<p>Ensure RCM commercial activities within this area of expertise comply with the RCM's objectives and support the strategic direction of the organisation.</p>





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Person Specification

Competency	Executive Director requirement	Essential
Vision and Strategy	Highly developed leadership skills, providing direction whilst maintaining a corporate focus.	✓
	Ability to handle positively a demanding and pressurised role at a senior level.	✓
	A proactive, strategic thinker with a dynamic and creative approach to problem solving.	✓
Relationships and Communication	Confident, clear and persuasive communication skills.	✓
	Socially skilled, with the ability to establish rapport and professional relationships, while projecting the positive and impactful image of the RCM.	✓
	Proven interest in furthering the cause of midwives and the midwifery profession and commitment to working in the best interests of the RCM and its members.	✓
Business Operations	Ability to think and work strategically as well as manage and coordinate a team to deliver operational output.	✓
	Commercial awareness, with current knowledge and understanding of the industries in which the RCM operates.	✓
	Experience of budget development and management.	✓
	Proven track record of problem-solving, driving change and continuous improvement.	✓





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Role specific requirements	Live registration as a practising Midwife with the NMC.	✓
	Expert knowledge and understanding of midwifery practice as relevant for the remit of the role.	✓
	Educated to master level in a subject relevant to the role	✓

Team RCM Skills

- A.** Strong IT skills including proficiency in Microsoft Office
- B.** Excellent communication skills, both written and verbal
- C.** The ability to be flexible and adaptable
- D.** A focus on performance and output
- E.** A high level of commitment
- F.** The ability to take responsibility and to deliver in a timely fashion
- G.** Cross functional team working

The post holder may be required to carry out other duties as are within the scope, spirit, and purpose of the job.

