

RCM Board Election 2017: Required Competencies

Evidence of core competencies

This will be instrumental and will be assessed through your CV and at your interview.

Core Competencies sought

Core competencies are those required of all members of the RCM Board. A candidate who demonstrates all the required competencies will, if elected, quickly make a full contribution as a member of the RCM Board.

A Translating vision into reality and planning for success

For example:

- Knowledge/ experience of strategic planning and setting strategic objectives.
- Ability to formulate, analyse and debate policy.
- Ability to analyse and interrogate complex performance data related to an organisation and its functions.

B Intellectual flexibility and sound judgement

For example:

- Ability to think clearly, analytically and creatively.
- Ability to consider the bigger picture as well as detail.
- Sound judgement and principle-based decision making.
- Ability to adapt to new challenges and modify thinking in the light of new information/dialogue.

C Relationship building and team working

For example:

- Commitment to the Code of Conduct for RCM Board members.
- Experience of developing constructive relationships and working effectively in a team.
- Involving others in decision making to reach collective decisions and to obtain best outcomes.
- Ability to share expertise and knowledge without dominating a project or discussion.

D Governance

For example:

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- Ability to delegate as appropriate and hold others to account for the performance of delegated responsibilities.
- Ability to maintain and uphold accountability.
- Ability to test and probe constructively & effectively to achieve the best outcomes for the RCM.
- High level of probity, integrity, discretion and fairness and a commitment to maintain confidentiality.
- Willingness to uphold the principles of an effective board/corporate governance.
- Commitment to compliance with company law, trade union law, charity law, requirements of the regulators of charities & the general law.

E Personal attributes

For example:

- Willingness to extend your knowledge of the RCM and the context in which it operates.
- Strong motivation and willingness to constantly review and improve performance.
- Over-riding commitment to safeguarding the well-being and interests of midwives, maternity support workers, childbearing women and their families and to promoting the art and science of midwifery.
- Commitment to securing appropriate stakeholder involvement.
- Prepare well for meetings.

F Communication and negotiation

For example:

- Knowledge and experience of working in partnership and promoting inclusion and involvement of one or more key stakeholder groups.
- Good interpersonal skills with ability to establish credible and effective working relationships.
- Capacity to give and take advice with the ability to respect the views of others.
- Ability to debate cogently.

G. Financial planning and management

For example:

- Responsibility (at work or as a trustee, or company director or other relevant role) requiring financial literacy and financial planning and management.
- Senior management role with budget responsibility.

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Additional competencies which the RCM Board wants to be represented amongst its members.

In addition to the core competencies in sections A to G of this form the RCM Board wants the following additional competencies to be represented amongst its members. These are competencies which the board wants to be represented but does not expect all its members to possess.

H. Risk management

For example:

- Responsibility (at work or as a trustee, company director or other relevant role) requiring identification, assessment and mitigation of risk.
- Senior management role with responsibility for risk management.

I. People at work

This includes the rights and responsibilities of people at work; the rights and responsibilities of employers and others who contract with people for their labour or services; relations between employers and workers; trade union and collective labour relations.

For example:

- Employment in a relevant senior management post.
- Experience as a recognised workplace representative.
- Employment or holding office with a trade union.
- Employment as an adviser in human resources or in employment law & practice.

J. Communications

For example:

- First hand knowledge of and involvement in a range of communication media especially the use of social media such as the internet, facebook type entities, blogging, twitter etc.
- knowledge of the impacts, benefits, risks and potential for engagement of different forms of communication media.
- employment in or other significant experience of communication roles such as advertising, journalism or photography/film.
- First hand knowledge of and involvement in web site development.

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K. Health care regulation

For example:

- First hand knowledge of and involvement in regulation with particular emphasis on health care regulation (for example, the NMC).
- Advisory role with a regulatory body eg CQC, NCAT, NMC.
- Expert witness work.
- Representation of members facing proceedings before a regulatory body

L. Education / Research

For example:

- First hand knowledge of and involvement in higher education.
- Involvement in midwifery and related fields of research.
- A role as a midwifery lecturer in a higher education institution.
- Employment by, or involvement with, a national organisation involved with workforce education or research, for example: Health Education England; NHS Education Scotland; NI Practice and Education Council; Health Inspectorate Wales.
- An active researcher in midwifery or midwifery related fields.

M. Professional policy formulation

For example:

- Expertise in high level policy formulation.
- Experience of inter-professional or multi-sector engagement.