

Be the RCM's next Director for NI

Applicant pack

Hours per week	35
Salary	£76,422 per year, and rising incrementally each year (the top of the band is £82,676 per year)
Location	Flexible - Choose to be based from the RCM's Northern Ireland Office in Belfast or home based, with travel to RCM UK offices including London HQ, and for other meetings, events and visits as required.
Contract type	Permanent
Closing date	Sunday 6 April 2025
Date of interviews in Belfast	Wednesday 23 April 2025

How to apply

Please complete an application form and equality monitoring form (optional) available from our website and send once completed to

HR@rcm.org.uk

Questions about your application or to request a copy of the application form can be sent to HR@rcm.org.uk

March 2025

www.rcm.org.uk



Royal College
of Midwives

Welcome to the RCM

Thank you for your interest in our Director, Northern Ireland position.

The Royal College of Midwives is the UK's only membership body run for the midwifery community and by the midwifery community. We are with midwives, student midwives, MSWs and MCAs, day to day, throughout their careers, from the moment they start their education and training to the day they leave the profession. At a time of challenge and opportunity for midwifery and maternity services, the Director Northern Ireland position is critical in ensuring that our members remain at the heart of everything that we do.

Our strategy 2025, shaped by the voices and experiences of our members, focusing on three core commitments:

- **Improving Your Working Life:** We represent, negotiate, and campaign for fair terms and conditions, ensuring our members are valued and respected in their workplaces. We will provide evidence-based professional guidance to our members to support them in their working lives.
- **Amplifying Your Voice:** We provide platforms for members to share insights and influence policy, ensuring that the experiences of midwives and maternity support workers inform decisions at all levels.
- **Building Our Midwifery Community:** We foster connections among members, creating a supportive and collaborative environment that strengthened the profession.

Our history

The precursor of the Royal College of Midwives was the Matron's Aid Society later known as the Trained Midwives Registration Society, set up in London in 1881 by Louisa Hubbard.

Its aim was to "raise the efficiency and improve the status of midwives and to petition parliament for their recognition". Shortly afterwards its name was changed to the Midwives' Institute and there followed a period of about twenty years of campaigning before the government was persuaded to regulate the profession.

The Midwives' Act was passed in 1902 and after that it was illegal for any unqualified person in England or Wales to act as a midwife. Similar legislation was implemented in Scotland in 1915 and in Northern Ireland in 1922, and the training of midwives was done by the Central Midwives' Board.

The College has existed under its present name since 1947, and is the United Kingdom's only trade union or professional organisation for midwives and those that support them. To learn more about our history please watch a short video on our website.

Some of our latest initiatives in Northern Ireland

Amplify your voice - Transforming Maternity Services in Northern Ireland. The RCM is a key stakeholder in the development, implementation and oversight of plans to address Prof. M Renfrew's report 'Enabling Safe Quality Midwifery Services and Care in Northern Ireland'.

Improve your working life - Negotiation of the national pay deal to ensure continuing pay parity with colleagues in England and Wales focusing our efforts to secure more for members next year.

Build our midwifery community - Ensuring a programme of engagement for all members of the midwifery community including midwives, maternity support workers and student midwives. This includes curating the annual RCM/SANDs Bereavement conference and the annual Joint RCM/INMO All Ireland Midwifery Conference.

The RCM is a key voice in ongoing national work on -

- Shaping our Future: A vision for Nursing & Midwifery in NI 2023-2028.
- Delivering Care Policy Framework Refresh.
- Development of the National Bereavement Care Pathways for NI.

Inclusive employer

The RCM is committed to equal opportunities in employment and welcomes applications from all sections of the community. The RCM strives to ensure that all new, existing or prospective members of staff are treated in a fair and equal manner.

The RCM is a disability confident committed employer, and we invite all disabled job applicants meeting the job description essential criteria to interview.



Job description

Responsibility level	Director
FTE	1.0
Permanent work location	Choose to be based from the RCM's Northern Ireland Office (Belfast) or home based, with travel to RCM UK offices including London HQ, and for other meetings, events and visits as required
Reporting and accountable to	A member of the executive team
Line management responsibilities	You will line manage members of the RCM Northern Ireland team
Travel requirements	Required across Northern Ireland, to London HQ and other RCM UK offices, and for other meetings, events and visits as required
Live registration with the NMC as a Midwife	Required throughout employment

Role outline

As an RCM's Country Director in Northern Ireland, your key purpose is to deliver the agreed RCM objectives in Northern Ireland. You will lead on NI specific strategies whilst having an input into the development and implementation of all RCM strategies.

As an RCM director you will also have further organisational wide responsibilities. You will also have both a strategic and operational leadership role in RCM work across the UK. This may include leading on a particular UK wide campaign, workstream or project.

Responsibilities

- Deliver services to our members and will be the RCM voice in NI.
- Implement a coherent and relevant RCM strategy in NI consistent with the work in the other three countries.
- Participate within a cross functional team working environment.
- Be a Registered Practising Midwife.
- Lead and participate in projects initiated throughout the RCM and provide support to working parties as well as to other staff at the RCM.

- Be an active member of the RCM Directors team.
- Role model and demonstrate the agreed RCM behaviours.
- Provide successful, good, and decisive leadership to the NI team and deputise for the RCM Chief Executive on NI specific issues.
- Manage the NI Office, its team and its resources.
- Ensure compliance with RCM governance and legal requirements.
- Engage with the media and ensure that an on-call rota is provided.
- Strengthen cohesion among RCM members ensuring their views are reflected in policies for members.
- Ensure high quality service delivery.
- Ensure representation of the RCM on a wide range of relevant internal and external committees, bodies, working group etc.
- Engage with and influence the political agenda in NI.
- Work collaboratively with other TU's and Professional Organisations and stakeholders on a country basis.
- Ensure compliance with relevant Data Protection legislation.
- Participate within a cross functional team working environment.
- Actively contribute towards and role model the RCM values.

Accountabilities

- Ensure a consistent high-quality application of professional and employment relations policies in NI.
- Prepare and deliver on an annual business plan for NI reflecting strategic priorities of the organisation and managing assigned budgets.
- Ensure the maintenance of relevant membership databases as appropriate.
- Gather and collate relevant information to enable the monitoring of trends in maternity services in NI.
- Promote the interest of the RCM at a national level including the recruitment and retention of members in NI.
- Support RCM initiatives and networks as appropriate.
- Participate in RCM campaigns as required.
- Lead, manage, develop and support the team working within NI.
- Have both a strategic and operational leadership role in RCM work across the UK.

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

Person specification

Skills

	Essential
Innovative and strategic thinking	✓
Taking considered and informed decisions that stand up to scrutiny	✓
Successful and good leadership	✓
Flexible and adaptable to changing needs	✓
Expert at communicating at all levels	✓
Socially skilled with the ability to build rapport and professional relationships, whilst projecting the professional image of the RCM	✓

Experience

	Essential
Registered Midwife holding current registration with the NMC	✓
Educated to degree level or above in a relevant subject, or equivalent experience	✓
Can exhibit director level competencies	✓
In-depth understanding of the needs of midwives whether they are clinically, educationally or managerially based	✓
Demonstrable leadership qualities	✓
Up to date knowledge of matters relating to midwifery and maternity services in Northern Ireland, and what the differences are compared to the rest of the UK	✓
Budget planning and management	✓
Business planning including preparation of reports	✓
People management experience	✓
Proven experience of an ability to work collaboratively	✓
Knowledge of the NHS in Northern Ireland	✓

Team RCM Skills

Strong IT skills including proficiency in Microsoft Office	✓
Excellent communication skills, both written and verbal	✓
The ability to be flexible and adaptable	✓
A focus on performance and output	✓
A high level of commitment	✓
The ability to take responsibility and to deliver in a timely fashion	✓
Cross functional team working	✓
Managing competing priorities	✓

Benefits

Your RCM reward package will include (plus lots more):

- A relocation allowance where applicable.
- A flexible working environment.
- 29 days annual leave per year + 3 extra days between the festive period and New Year + bank holidays.
- Employee assistance programme and Corporate discounts.
- Professional development opportunities tailored to support your career aspirations with your own personal development budget.
- An attractive employer supported pension scheme.

How to apply

Application instructions are outlined on the **front page** of this document. Please direct all queries, including requests for a discussion with Gill Walton (CEO) or Karen Murray (Director for Northern Ireland) about the post to HR@rcm.org.uk

We look forward to receiving your application.



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