



Royal College  
of Midwives

**The UK's only professional association and trade union dedicated to midwifery**  
**An exciting new opportunity to join Team RCM:**

Post:	<b>Director, Employment Relations (within a trade union context)</b>
Contract:	<b>Full time (35 hours/week); permanent</b>
Location:	<b>Flexible- Choose to be based from one of the RCM's UK offices (London HQ, Belfast, Cardiff, Edinburgh) or home based, with travel to RCM offices and for other meetings, events and visits as required.</b>
Salary:	<b>Starting at £77,951 per year and rising each year to a maximum of £84,330, (plus £5,215 per annum London Weighting if applicable)</b>

The Royal College of Midwives (RCM) is by the side of midwives, student midwives, maternity support workers and maternity care assistants, every day throughout their careers.

### **About the role**

The RCM's Director, Employment Relations will lead on the aspects of the RCM's trade union offering that relate to the working lives of the RCM's members. You will achieve this through employment relations influence and negotiations and through our external relationships acting as our lead negotiator in the NHS bargaining structures.

### **About you**

You will help us be **the best we can be** by using your:

- Understanding of the employment relations policy landscape of our members, equalities and industrial action legislation relevant to the role.
- Negotiation skills, with the ability to operate and influence effectively at a national level.





## Royal College of Midwives

- Ability to participate in devising and delivering campaigns related to members working lives.

If you think you have the skills we are looking for and that this sounds like a great opportunity for you, please review the job description and person specification and get in touch.

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

- 30 days annual leave per year + bank holidays + 3 office closure days between the public holidays at the end of the year when staff are not required to work
- Flexible working opportunity and a full home office set up if you are homebased.
- An attractive employer supported pension scheme & AVCs.
- Professional development opportunities tailored to support your career aspirations with your own personal development budget.
- An enhanced family and carers leave package.
- A 24/7 employee assistance programme (EAP) and corporate discounts including discounted gym membership.

The RCM is an equal opportunities employer. We welcome and encourage applications from all sections of the community. All disabled applicants meeting the criteria will be invited to interview.

To apply, please complete an application and send it to [HR@rcm.org.uk](mailto:HR@rcm.org.uk).

**This is an employment relations role within a trade union context. By applying, you confirm that you possess the relevant experience required for this position.**

**Closing date:** Sunday 29 June 2025

**In person interview & assessment date in London:** Tuesday 15 July 2025

