



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:	Director, Employment Relations
Contract:	Full time (35 hours/week); permanent
Location:	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.
Salary:	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)

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 Director, Employment Relations will lead on all aspects of the RCM's trade union offering relating to every aspect of the working lives of the RCM's members. You will achieve this through employment relations influence and negotiations and through our external relationships.

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.



happy to
talk flexible
working





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- 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.

Closing date: Sunday 29 June 2025

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

