



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:	Employment Relations Advisor
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 £50,050 per year and rising each year to a maximum of £53,433, (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. As the RCM's Employment Relations Advisor working, you will be an important contributor to our vision and commitment.

About the role

This is an exciting opportunity for you to play a pivotal role in planning and developing guidance and campaigns on issues relating to the pay, terms and conditions of employment and health and safety of our members. You will also work to progress the RCM's equality, diversity and inclusion framework and strategic objectives.

About you

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

- Recent experience of working in a similar role to provide evidence based, clear and consistent employment relations advice and support to the RCM.
- Trade union policy and representation or negotiating experience to represent the RCM in committees, forums and working parties, both internally and externally.





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- Experience in working collaboratively to liaise and collaborate with relevant internal and external stakeholders.

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: 12pm on Friday 30 May 2025

Online interview & assessment date: 11 or 12 June 2025

