



Royal College
of Midwives

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

Post:	Director for Maternity Improvement and Partnerships
Contract:	Full-time (35 hours per week) permanent. We are readvertising this role and will now consider applicants interested in this role as a secondment. If you are interested in a secondment arrangement for this role please contact the HR team to discuss this with us.
Location:	Flexible- Choose to be based from one of the RCM's UK offices (London HQ, Belfast, Cardiff, Edinburgh) or home based in the UK, with travel to RCM offices and for other meetings, events and visits as required.
Salary:	Starting at £80,758 per year and rising each year to a maximum of £87,366 per year, plus £5,215 per year London Allowance 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.

This is an exciting opportunity for a **Director for Maternity Improvement and Partnerships** to join Team RCM. The post holder will lead the support for RCM members by working at a national level with partners and stakeholders across the maternity workforce. This role will focus on our influence to UK Governments on behalf on members to support policy delivery and improvements in maternity services at a national level. Experience of strategic and operational working within maternity services at a national level is an essential requirement of this role.

The responsibilities of this role include:

- Analysis and triangulation of maternity reports, actions arising from ongoing investigations and final reports.





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- Acting as a Senior Responsible Officer for independent reviews and reports and ensuring effective representation of the RCM on external committees and working groups at a national level.
- Using your experience to provide professional expertise on strategic and operational maternity workforce planning in the NHS in England at a national level.
- Use your strong financial literacy, alongside experience in budget development and management to deliver RCM objectives in this area.

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. **If you have questions after reading the job description and person specification, email Hannah Leonard, Chief Policy Officer on hannah.leonard@rcm.org.uk to arrange a call with you to talk it through.**

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

- 30 days annual leave per year + bank holidays
- Additional 3 office closure days between the public holidays at the end of the year when staff are not required to work
- Flexible working opportunities and a 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.





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To apply, please complete an application and send it to HR@rcm.org.uk.
Supporting statements within the application form should be no more than 600 words.

Closing date: Sunday 8 March 2026

In person interview & assessment date in London: Tuesday 24 March 2026

