



Royal College
of Midwives

The UK's only professional association and trade union dedicated to midwifery

Post:	Director of Communications and Member Engagement
Contract:	Full time (35 hours/week); Permanent
Location:	RCM's HQ office in London with limited UK travel as required
Salary:	Starting at £85,973 per year and rising each year to a maximum of £92,581 per year (inclusive of £5,215 London Allowance per year).

The Royal College of Midwives (RCM) is by the side of midwives and maternity support workers, every day throughout their careers. This is an exciting opportunity for an experienced communications leader to play a pivotal role in shaping the RCM's organisational narrative and ensuring our voice reaches and engages members and our key stakeholders.

You will lead the Communications and Member Engagement team, working closely with senior leaders and teams across the RCM to deliver an integrated strategy that elevates our profile and supports our strategic aims. The key responsibilities of this role include:

- Leading and delivering the RCM's integrated communications and member engagement strategy, shaping the organisation's narrative and profile.
- Providing strategic communications advice to the Executive team, identifying and mitigating reputational risk.
- Leading the Communications and Member Engagement team to ensure strong capability and high-quality delivery.

This position is suited to someone with significant experience of delivering an effective strategic and operational communications function, ideally in a membership organisation, and of building high-performing communications functions.

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





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- 30 days annual leave per year + bank holidays + three office closure days between the public holidays at the end of the year.
- Professional development opportunities tailored to support your career aspirations with your own personal development budget.
- An enhanced family and carers leave package.
- An employer supported pension scheme & AVCs.

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 send your CV and a written expression of interest to
HR@rcm.org.uk.

Closing date: Monday 20 April 2026

Online first stage interview & assessment date: Monday 27 April 2026

In person second stage interview & assessment date in London: Wednesday 6
May 2026

