



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:	Head of Activist Development & Member Participation
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 £67,499 per year and rising each year to a maximum of £73,076 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 an experienced organising and engagement professional to play a pivotal role in strengthening RCM member voice, activism and participation across the four nations.

Based within the Organising & Participation Unit, you will work closely with colleagues across the UK to deliver our Organising & Member Participation Strategy and support a strong, engaged activist community. You will:

- Lead and develop a multidisciplinary team.
- Drive RCM member recruitment, organising and participation plans.
- Coordinate and lead on RCM union branch governance and accreditation of RCM workplace representatives.
- Lead the RCM's activist training programme and national activist events.

Regular UK travel is required, including attendance at the RCM's London HQ.

If this sounds like the right opportunity for you, please review the job description and person specification and get in touch.





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

- An attractive employer supported pension scheme & AVCs.
- 30 days annual leave per year + bank holidays + 3 office closure days between the public holidays at the end of the year.
- Flexible working opportunity and a full home office set up if you are homebased.
- An enhanced family and carers leave package.
- Professional development opportunities tailored to support your career aspirations with your own personal development budget.

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: Thursday 9 April 2026

In person interview & assessment date in London: Thursday 16 April 2026

