



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 Policy and Public Affairs
Contract:	Full time (35 hours/week); permanent
Location:	Choose to be based from the RCM's London HQ office, or home based within reasonable travel distance to London. Travel to RCM HQ & Parliament buildings in London 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.

We are seeking an exceptional Head of Policy and Public Affairs to join us at a pivotal time for maternity services. This is a high-impact, senior advisory role at the heart of the organisation - perfect for someone who thrives on political strategy, policy leadership and shaping systems-level change. Your key responsibilities will include:

- Lead the RCM's political strategy across the UK, shaping our influencing, public affairs and policy work.
- Strengthen the RCM's profile and impact through expert advocacy and reputation management.
- Manage and inspire a high-performing team delivering effective policy, political engagement and public affairs activity.
- Oversee performance and risk to ensure our government relations work is focused, effective and well-managed.



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This role is ideal for someone with extensive expertise in health public policy and wider social issues, coupled with deep understanding of political strategy and legislative processes.

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.
- Professional development opportunities tailored to support your career aspirations with your own personal development budget.
- An enhanced family and carers leave package.
- An attractive employer supported pension scheme & AVCs.
- 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: Monday 20 April 2026

In person interview & assessment date in London: Thursday 7 May 2026



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