



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:	Director, Representation and Organising (Job Share)
Contract:	Part time: job share with a 40% split (14 hours/week) or 50% split (17.5 hours/week) on a fixed term basis for twelve months
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:	Full-time equivalent salary for this post is £80,758 per year (pro rata for part time) plus £5,215 per year London Allowance (pro rata for part time) 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 Director, Representation and Organising to work closely with the existing postholder and RCM senior leadership team:

- Lead on the delivery of all aspects of the RCM's representation and organising offering to our membership across the UK.
- Ensure the RCM's position as the UK's principal trade union and professional organisation for midwifery is sustained.
- Translate the RCM's national strategic and operational ambitions into effective services to members.

This role is ideal for someone with strategic leadership skills, trade union experience with a corporate focus coupled with an understanding of the application of trade union policy and processes to the midwifery profession, the maternity agenda and how these affect the RCM's members.



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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.

Applications are invited to apply for this job share partnership with the split of responsibilities decided based on skills and experience but may be a generic whole role split or a functional role split. Line management responsibilities will be agreed in line with the sharing arrangements. If you wish to have an informal discussion about the role please contact Lynn Collins lynn.collins@rcm.org.uk

To apply, please complete an application and send it to HR@rcm.org.uk.

Closing date: Sunday 21 June 2026

In person interview & assessment date in London:

Either Tuesday 30 June or Thursday 2 July 2026 to be confirmed



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