



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 Employment Relations
Contract:	Full time (35 hours per week); 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:	Your salary for this post is £67,499 per year plus £5,215 per year London Allowance if applicable.

As Head of Employment Relations, you will play a pivotal role in delivering the union's industrial relations strategy to deliver outcomes for RCM members. You will support national negotiations, lead strategic projects, coordinate industrial action ballots and represent the organisation at a range of national negotiating forums.

This is a senior, varied and influential position requiring significant experience in the trade union sector and collective bargaining, together with a strong understanding of the legislative framework governing trade unions.

Working closely with the Director of Employment Relations, you will contribute to national campaigning activity, lead the College's health and safety work on behalf of members and build productive relationships with key stakeholders, including the TUC, NHS trade unions and other key stakeholders.

You will be responsible for providing expert advice on employment relations and trade union legislation, leading the operational delivery of industrial action ballots, overseeing key employment relations projects and supporting colleagues across the UK to ensure our trade union activity is effective, lawful and member-focused.

We are looking for someone with substantial trade union experience and a proven track record of successfully negotiating on behalf of members and delivering



AI used



Royal College
of Midwives

industrial action ballots. An excellent communicator, politically astute and with outstanding relationship management skills, you will have the confidence to operate effectively within a complex national environment.

Above all, you will be committed to championing the interests of our members and advancing the values of the trade union movement.

The Royal College of Midwives is the UK's only membership body run for the midwifery community and by the midwifery community. We are with midwives, student midwives, MSWs and MCAs, day-to-day, throughout their careers, from the moment they start their education and training to the day they leave the profession.

Our work is guided and shaped by our members and our mission is to improve their working lives, to amplify their voices and to build our midwifery community.

The RCM is a disability confident committed employer. All disabled applicants meeting the criteria will be invited to interview. We are committed to equal opportunities in employment and welcome applications from all sections of the community. We strive to ensure that all new, existing or prospective members of staff are treated in a fair and equal manner.

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.



AI used



Royal College
of Midwives

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

Closing date: Sunday 26 July 2026

In person interview & assessment date in London: Wednesday 5 or Thursday 6
August 2026 (to be confirmed)



happy to
talk flexible
working



AI used