



Royal College  
of Midwives

**Post:** Chief Operating Officer

**Salary:** £104,635 plus London weighting allowance if eligible

**Location:** Hybrid, with travel to London and across the UK as required

**Contract:** Permanent, full time

***Help strengthen the organisation behind the UK's professional voice and trade union for midwives and maternity support workers.***

### Who we are

The Royal College of Midwives (RCM) is the membership organisation, professional association and trade union for midwives and maternity support workers across the UK.

We support our members throughout their careers, from education and training through to the day they leave the profession. Our work is guided by members and focused on improving their working lives, amplifying their voices and building our midwifery community.

The RCM plays an important role in maternity services, workforce issues, professional leadership, campaigning and public policy. Our members need an organisation that is influential, responsive and trusted, with the systems, insight and confidence to support them well.

### About the role

The Chief Operating Officer will help the RCM turn its strategy into disciplined, inclusive and member-focused delivery.

Working closely with the Chief Executive, Board, Executive Team and colleagues across the four nations, you will strengthen the business engine behind the RCM's purpose. This includes financial planning, governance, risk, compliance, digital, data, CRM, operational performance, supplier management and organisational improvement.





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The role comes at an important stage in the RCM's development. We have made significant progress in working as One RCM, bringing together our professional association, trade union, membership and business functions around a shared commitment to members. The next COO will build on that work by improving financial grip, strengthening data and insight, developing clearer systems and helping teams work with greater confidence and accountability.

### **What we are looking for**

You will bring significant senior leadership experience in a broad organisational role, such as COO, Deputy CEO, Chief Executive, Director of Corporate Services, Director of Resources or a comparable position.

You will understand how to build strong business infrastructure, improve systems and lead change through people. An accounting qualification is not required, however you will have experience delivering strategic financial management.. Importantly, we need someone confident with governance and risk, who is interested in how data, CRM and insight can improve member experience and decision-making.

You do not need to have worked in an organisation exactly like the RCM. Experience in a membership organisation, professional body, trade union, charity or values-led organisation would be helpful, but we are also interested in leaders from other settings who bring the judgement, curiosity and humility to understand our distinctive role.

If you connect with the RCM's purpose and can help strengthen the organisation that supports midwives and maternity support workers across the UK, we would be pleased to hear from you.

**Closing date:** 9am, Monday 12<sup>th</sup> October 2026

**For further information and details of how to apply:**

[www.peridotpartners.co.uk/jobs/chief-operating-officer-the-royal-college-of-midwives/](http://www.peridotpartners.co.uk/jobs/chief-operating-officer-the-royal-college-of-midwives/)

