Royal College of Midwives

Job Description
Regional Head

The RCM has four England regions within its UK team, each responsible for delivering RCM services to members at a local level in alignment with NHS England regional distribution:

North	Midlands & East	South	London

The RCM also delivers RCM services to members across Northern Ireland, Scotland, and Wales.

Each Regional Head will lead a multidisciplinary team in their allocated region consisting of Regional Officers, Senior Organisers and Organisers, as relevant for the region. It is expected that the teams will work in a cross functional way and collaborate as required for the effective delivery of services to RCM Members.

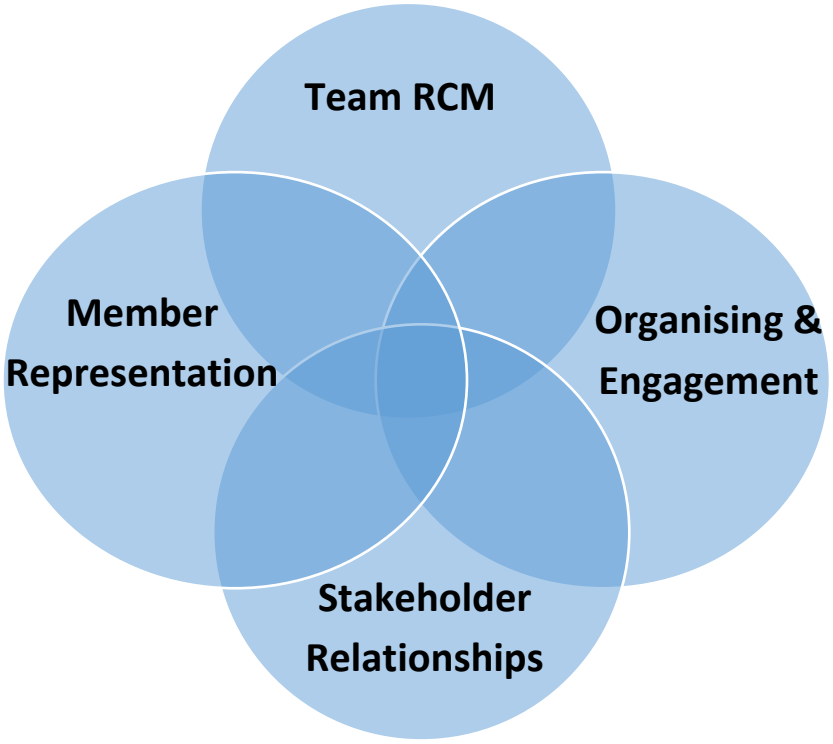
The Regional Head will report to the Director, Representation and Organising.

The post holder will be required to live within a reasonable distance of all areas of their allocated region and will be expected to travel regularly across the geographical area. Travel to and presence within the RCM's headquarters in London will be required throughout the year on a regular basis, dependant on meetings and team requirements.

The post holder will be required to ensure compliance with the appropriate RCM governance and legal requirements at all times and will be an active member of the senior leadership team.

RESPONSIBILITIES

The responsibilities of an RCM Regional Head fall under four key aspects of the role:



The post holder will be expected to have a good understanding of all the four aspects of the role, and will balance their areas of strength with other members of the Regional Head team.

Team RCM

- Lead, manage, develop and support a multidisciplinary team which delivers services to members across a defined region in England.
- Be the overarching strategic lead on RCM activity within a defined region of England.
- Lead and/or participate in programmes and projects initiated throughout the RCM
- Actively participate within the RCM's Senior Leadership team.
- Support a high performing culture focusing on continual improvement of services to members.
- Support the Director, Representation and Organising in developing and delivering on all Service to Members strategies.
- Deputise for the Director, Representation and Organising as required.
- Engage with the media and participate in an on call rota.
- The dissemination of information to, and from the team, including collection and monitoring of data on performance and outcomes.
- Help formulate operational targets and contribute to relevant annual business plans, ensuring their delivery and implementation.
- Maintain expert knowledge of the current professional maternity agenda.
- Ensure compliance with relevant Data Protection legislation.
- Contribute towards, role model and live the RCM values and behaviours.

Member Representation

- Lead the delivery of employment relations, member representation and collective workplace support, and advise on innovative and evidence based approaches to improve the services the RCM offers to our members.
- Ensure policy formulation and development is applicable and relevant to the England region.
- Ensure RCM Regional Officers are confident and competent to represent the views of the RCM in a wide variety of employment relations and professional forums.

Organising and Engagement

- Lead on RCM collaborations and engagement within the region.
- Build capability and capacity across the region to support members through activism.
- Support our activists volunteering capacity with a development plan.

Stakeholder Relationships

- Be seen as the overarching lead representative of the RCM in the region wherever the profession of midwifery or the organisation of maternity services is being discussed.
- Be a conduit ensuring the feedback of intelligence from our membership through insight, listening and learning on an ongoing basis.
- Develop and actively maintain strong relationships with key midwifery leaders across the region.
- Ensure the voice of the RCM is present at all appropriate regional forums through the multidisciplinary team.
- Ensure the RCM influences the development and implementation of maternity policies at strategic regional forums.
- Act as a conduit between the RCM Regional Team and RCM UK to ensure RCM policy is informed and feedback is cascaded effectively.

EDUCATION, QUALIFICATIONS & TRAINING

Essential

- Degree level, or equivalent relevant experience.
- A Midwife who has live registration with the NMC, which will be maintained throughout the role.

Desirable

- Educated to Masters degree level or equivalent.

EXPERIENCE

Essential

- Proven experience of people management.

- Experience of managing remote teams.
- Proven and recent experience of working in a similar role, or experience which suggests suitability for this role across the four aspects outlined above, including trade union representation, organising, building strategic relationships and corporate management.
- Understanding of the NHS in England and developments in health policy.
- Experience in negotiating, lobbying and influencing.
- Understanding of business planning, including preparation of reports.
- Budget management.
- Proven experience of an ability to work collaboratively.
- Demonstrable leadership qualities.
- Using a Customer Relationship Management (CRM) database.
- Familiarity with professional, employment and policy issues relating to midwifery and maternity services.

TEAM RCM SKILLS

- Strong IT skills including proficiency in Microsoft Office
- Excellent communication skills, both written and verbal
- The ability to be flexible and adaptable
- A focus on performance and output
- A high level of commitment
- The ability to take responsibility and to deliver in a timely fashion
- Cross functional team working
- Managing competing priorities

RCM BEHAVIOURS

Contributes to an open and honest culture

- Supports, encourages, and motivates colleagues
- Encourages challenge, creativity and innovation
- Leads by example
- Values transparency and consistency
- Understands the role of individual and collective accountability

Actively contributes to RCM strategic objectives

- Has a clear understanding of other colleagues' roles and responsibilities
- Shares skills and knowledge
- Promotes cross functional team working
- Offers outstanding service to members
- Takes pride in the RCM and promotes its values in all interactions with external stakeholders

Identifies and uses the most appropriate form of communication

- Communicates clearly and simply, seeking clarity when unclear and valuing the opinion of others
- Treats colleagues with respect, honesty, fairness and courtesy
- Is responsive to colleagues and members

Takes pride in own development

- Is enthusiastic and committed to achieving high standards and meeting agreed objectives
- Takes an active interest in recognising professional and personal development needs and priorities along side those of the team and those of the RCM

The post holder may be required to carry out other duties as are within the scope, spirit and purpose of the job.