



THE ROYAL COLLEGE OF NURSING OF THE UNITED KINGDOM

JOB DESCRIPTION FORM

Job Title: Head of the RCN Foundation Centre for
Compassionate Leadership in Nursing and Midwifery

Department: RCN Foundation

Reports to: RCN Foundation Director

Key relationships:

- Head of Grants and Impact
- Head of Fundraising and Communications
- Key stakeholders from across Nursing and Midwifery across Health and Social Care and Compassionate Leadership
- Integrated Care Boards; Health Boards
- Higher Education Institutes
- Royal College of Nursing

Hours: 28 hours per week

Grade: E

London Weighting: As applicable

JOB PURPOSE:

The RCN Foundation is an independent charity and grant-maker. Together with the Royal College of Nursing, RCNi and Holdco Ltd, we are the RCN Group. The Foundation exists to:

- support individual members of the nursing and midwifery team by making grants for hardship and education.
- invest in the nursing profession to improve patient care by funding: projects in our priority areas of adult social care, children and young people's mental health, learning disability, midwifery and maternal health, and sustainable nursing practice. We also have a long-term focus on the mental health and wellbeing of the nursing and midwifery professions.

- champion nursing by supporting activities that raise the profile of the profession and public understanding of its contribution to improving the nation's health.

The Head of the RCN Foundation Centre for Compassionate Leadership in Nursing and Midwifery will lead on the development and delivery of a core priority in the new Foundation strategy focussed on compassionate leadership.

Our work with The King's Fund on *The Courage of Compassion* has demonstrated the positive impact that compassionate leadership can have on the morale, motivation and retention of nursing and midwifery staff. The Head of the RCN Foundation Centre for Compassionate Leadership will build on this work further as a means of addressing retention issues within the professions and improving patient outcomes.

They will also work with the RCN Foundation Director to set out the future direction of the Centre, which will be a hub for research, projects and initiatives that will aim to improve health and wellbeing outcomes for nursing and midwifery staff, particularly in relation to mental ill health. The role will combine strategic management of the work with more operational/hands-on delivery. The Head of the RCN Foundation Centre for Compassionate Leadership in Nursing and Midwifery will help the Foundation to grow and demonstrate the impact of the Centre on nursing and midwifery retention rates and the impact that compassionate leadership has on high quality nursing, and person-centred care.

The RCN Foundation is part of the RCN Group. RCN Foundation staff are employed by the Royal College of Nursing under a service level agreement.

KEY RESPONSIBILITIES

1. Management Responsibilities

- 1.1 Take responsibility for the development and strategic and operational oversight of the RCN Foundation Centre for Compassionate Leadership in Nursing and Midwifery.
- 1.2 Support the RCN Foundation Director in the management and delivery of the organisation's strategic and operational objectives, including the delivery of the operational plan and budget.
- 1.3 Work with the RCN Foundation Director and the Heads of Grants and Impact and Fundraising and Communications, to lead and develop the Centre.
- 1.4 Line manage the Centre for Compassionate Leadership Transformational Change Manager, helping to define and agree operational objectives, manage and appraise performance, support professional development and ensure effective delivery.

2. Financial Responsibilities

- 2.1 Develop, implement and monitor a three-year workplan and budget for the Centre.
- 2.2 Ensure that delivery of each year of the budget is closely monitored, with any potential budgetary issues identified and mitigating actions put in place to address them.

3. Strategic and Operational Responsibilities

- 3.1 Develop a three-year strategy to underpin the development and work of the RCN Foundation Centre for Compassionate Leadership in Nursing and Midwifery including the operational processes, ensuring that they are underpinned by a strong evidence base, and that they support the delivery of the Foundation's overall strategic plan 2024-2028.
- 3.2 Identify key trends in nursing, and health and social care leadership and recruitment and retention rates of nurses and midwives across the UK, ensuring that the Centre is well placed to address these through its programmes of work.
- 3.3 Understand the impact of Compassionate Leadership on the mental health and emotional wellbeing of nurses and midwives and set out a strategy for embedding Compassionate Leadership across Nursing and Midwifery across both health and social care.
- 3.4 Provide management information on the work of the Centre to the Grants Committee and Board, identifying and responding to key trends that are identified.

4. Research, Dissemination and Impact

- 4.1 Lead on and directly carry out key research relating to Compassionate Leadership across health and social care and the impact on high quality person-centred care.
- 4.2 Lead on the Foundation's approach to maximising and measuring the impact of the Centre on nursing and midwifery and person-centred care.
- 4.3 Lead on the Foundation's approach to maximising and measuring the impact of the Centre on nursing and midwifery and person-centred care.
- 4.4 Lead on building an impact-focused culture within the Centre, ensuring that impact is considered across the work of the Centre.
- 4.5 Ensure that reporting mechanisms provide effective information to demonstrate the impact of the Foundation's Centre for Compassionate Leadership.

4.6 Ensure that there is an evidence-based approach to the Centre for Compassionate Leadership.

5. External

5.1 Develop, manage and nurture partnerships with a wide range of individuals and organisations and key stakeholders to support and enhance the work of the Centre.

5.2 Collaborate with grant-makers, statutory bodies, charities and other bodies more widely across health and social care to develop innovative ways to support and strengthen nursing and midwifery leadership to improve person-centred care and the mental health and wellbeing of nurses and midwives.

6. Additional responsibilities

6.1 Treat colleagues, members, customers and others with respect in line with our values and Our Respect Charter.

6.2 Champion equality, diversity, inclusion and human rights and be responsible for contributing to achieving the commitments set out in the RCN Group Equality, diversity and inclusion statement.

6.3 Ensure that principles of equity, diversity and inclusion are fully embedded in the Foundation's Centre for Compassionate Leadership in Nursing and Midwifery.

6.4 Comply with the RCN Data Protection Policy, Retention Schedule and department procedures to ensure personal data is protected at all times.

6.5 The RCN Foundation is working towards equality of opportunity and staff are required to bear this in mind when carrying out their duties. It is also our policy to ensure that all staff are treated with respect, fairness and without discrimination at work.

6.6 Maximise all opportunities available to encourage member recruitment and promote the benefits of joining the RCN. Promote the RCN as the organisation that represents nurses and nursing, and that promotes excellent in practice and shapes health policies.

6.7 Undertake any other duties as requested in line with the job role.

Job description updated by:

Deepa Korea, RCN Foundation Director and Sarah McGloin, Head of Grants and Impact
December 2024