



THE ROYAL COLLEGE OF NURSING OF THE UNITED KINGDOM

JOB DESCRIPTION FORM

Job Title: Professional Lead – Sustainability

Department: RCN England

Reports to: Executive Lead – Sustainability

Key relationships:

All RCN UK departments and colleagues, RCN Institute, all Academies, other professional bodies and third sector organisations

Hours: 35 hours per week (1.0 WTE)

(Required to work flexibly to meet the requirements of the job. Occasional travel within the UK and internationally with occasional overnight stays and extended days required to fulfil the duties of the post)

Grade: E

London Weighting: As applicable

Location: Flexible location with hybrid working

JOB PURPOSE

The role of the Professional Lead - Sustainability is to support the RCN in the delivery of all aspects of professional sustainability work including the following:

- To provide visible and credible UK wide nursing leadership on sustainability.
- To work collaboratively across the RCN Institute, RCN regions/countries and other departments to design, and deliver professional nursing activity aligned to the RCN operational programme supporting actions to mitigate and adapt to the impact from climate change in all care settings.
- To support active RCN membership of relevant external Alliances/fora and contribute to relevant activity to demonstrate visible nursing engagement and progress towards agreed objectives

- To act as the key point of contact for all RCN internal and member/stakeholder enquiries relating to sustainability.
- To provide authoritative, objective and evidence-based briefings and reports on sustainability as required.
- Support other relevant programme leads and project teams within the RCN with the necessary expertise and advice, always setting clear expectations for delivery and performance.
- To support the development of the RCN as the voice of nursing. Using nursing expertise to identify opportunities and lead on activities with RCN members and staff to develop solutions/strategies for contemporary nursing to address health and social care issues and/or concerns relevant to sustainability.
- To influence nursing practice and harness the voice of nursing by supporting nurses and the wider membership, developing and utilising effective professional relationships between the RCN and relevant national-level stakeholders such as statutory agencies, professional bodies, providers and commissioners, independent and third sector organisations and public/patient groups.
- To drive the success of the RCN as a business and to disseminate strategic College work at internal and external local and national events, including national media opportunities.

KEY RESPONSIBILITIES

1. Management responsibilities

- Demonstrate clear decision making, leading projects and programmes of work for the organisation in a transparent, cost effective and organised way ensuring appropriate stakeholder representation and engagement.
- Work with ET lead to ensure objectives for this role are identified and aligned to the annual planning cycle and are deliverable to agreed timelines.
- Ensure that health and safety requirements and data protection legislation are adhered to.
- Undertake any line management responsibilities in accordance with good practice and adherence to HR policy requirements.

2. Projects

- To work with key external stakeholders and national/international partners to promote the role and value of nursing aligned to sustainable practice creating functional and impactful partnerships and collaboration that delivers professional and financial benefits for the RCN, its members and public/patients.
- To support and lead where appropriate ongoing scoping and development of RCN focused activity related to sustainability across all areas of nursing practice and care settings.
- To ensure key performance objectives are accomplished in accordance with the RCN Strategic Plan, and Council Priorities considering agreed funding, and accountability and governance mechanisms for new and ongoing projects.
- To maintain and develop a range of strategic relationships so the RCN continues to be seen as an influential/leading voice on sustainability in all care sectors.
- To manage and contribute to ensuring appropriate member, public and patient involvement in RCN sustainability work.
- To work in partnership with Regional and Country staff and RCN Institute particularly to engage members and experts from across the UK to support the identification, development, dissemination and promotion of RCN evidence, expertise and opinion on nursing policy and practice that enhances the RCN educational offer and income generation.
- To work with regional and country directors to deliver integrated working between the trade union and professional body functions of the RCN.
- To provide authoritative sustainability contributions to communications and marketing strategies to ensure that professional Nursing activity on sustainability is internally and externally understood and respected.
- Identify opportunities to develop the RCN as a business, working with others to lead the creation of business cases and/or project proposals to attract additional resources from internal and external bodies, considering any cost implications, benefits and risks.
- Build the reputation of the RCN by developing and actively managing a sustainability member network, supporting them to deliver outcomes to meet RCN objectives, and build effective and sustainable relationships with external stakeholders, including people with lived experience.

3. Financial responsibilities

- Support the management of budgets for planned work in accordance with RCN Financial Policies and Standing Orders and RCN process standards.
- Ensure that business and representation activities are identified and planned to enable the most effective use of resources.

4. Specific role responsibilities

- Be accountable for expert sustainability advice in response to routine enquiries/requests whilst providing expert advice for all sustainability content.
- Be agile and responsive in creating or identifying opportunities for RCN members and its staff to work with stakeholders in developing solutions to address contemporary nursing and health and social care issues or concerns.
- Use appropriate project management and leadership strategies to deliver & disseminate quality assured services and products for a range of customers and stakeholders. This may include the development of UK and Country specific best practice standards, clinical guidelines, policy guidance, quality measures, professional learning and development offers, knowledge summaries, practice development tools, position papers and on-line briefings.
- When working with members operate within the corporate and governance policies of the RCN to ensure a high level of commitment to organisational values, policy and practice.
- Work proactively with the RCN Policy and Public Affairs and Communications teams to lead and contribute to consultations and the communication and promotion of agreed RCN positions and other activities through appropriate channels such as the media, professional journals, web-based media, conferences and other events.
- Lead and support the development of UK wide nursing practice and policy by developing and utilising effective professional relationships between the RCN and relevant external networks and stakeholders such as public/patient groups, statutory agencies, professional bodies, providers and commissioners, independent and third sector organisations.
- Provide expertise and advice on nursing and relevant health and social care issues, as required to respond to RCN enquiries.
- Demonstrate a commitment to personal and professional development by keeping up to date with existing and emerging evidence, changes in health and social care policy and current best practice, maintaining NMC revalidation.

5. Additional responsibilities

- Treat colleagues, members, customers and others with respect in line with our values and Our Respect Charter.
- Champion equity, diversity, inclusion and human rights and be responsible for contributing to achieving the commitments set out in the RCN Group Equity, diversity and inclusion statement.
- Comply with the RCN Data Protection Policy, Retention Schedule and department procedures to ensure personal data is protected at all times.
- 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.
- Support member ballot and industrial action activities when required.
- Undertake any other duties as requested in line with the job role.

Job description updated by:
Patricia Marquis
02/05/2025