

PERSON SPECIFICATION

Job Title: RCN Officer (Reps and Activism)

Department: RCN England

The person specification sets out the essential and desirable criteria required for this role. The selection process will look for evidence that you meet these criteria as well as the core behaviour competencies described further below.

Each criteria is assessed at one or more stage of the process as indicated by a ✓







- AF (application form) - your application needs to address the criteria ticked in this column
- A (assessment) – if you're shortlisted you'll do assessments that test these criteria
- I (interview) – if you're invited to interview you'll be asked questions to assess these criteria

AREA	CRITERIA	A/F	A	I
1. Knowledge, training and qualifications	Essential			
	• An understanding of issues affecting nurses, nursing and healthcare	✓	✓	✓
	• Have a strong understanding of the role of trade unions	✓	✓	✓
	• An understanding of the Health and Social Care sector	✓		✓
	• Knowledge of best practice in relation to employment practices, equality and diversity and equal opportunities		✓	✓
	Desirable			
	• An understanding of the strategic and tactical differences between advocacy, mobilising and organising	✓		
2. Experience	• Professional qualification in a relevant area such as nursing	✓		
	Essential			
	• Experience of working with trade union reps	✓	✓	✓
	• Experience of developing people and leaders in either an employment, community, or political setting	✓	✓	✓
	• Experience of managing conflict and challenging situations on a regular basis	✓	✓	✓
	• Experience of making a positive contribution to promoting and embedding equity, diversity and inclusion	✓	✓	✓

AREA	CRITERIA	A/F	A	I
	Desirable			
	• Experience working on a campaign or organising in a trade union, community, political or similar setting	✓		✓
	• Experience of designing and implementing change	✓		✓
3. Skills	Essential			
	• Excellent interpersonal skills as demonstrated by the ability to relate, establish and cultivate respectful relationships with people from diverse backgrounds	✓	✓	✓
	• Excellent organisational and prioritising skills showing flexibility as needed; adept at dealing with conflicting/changing priorities	✓		✓
	• Ability to organise self and others and to work responsibly in an unstructured environment		✓	✓
	• Ability to plan and organise own workload under pressure and to tight timescales	✓		✓
	• Ability to inspire, motivate and lead	✓	✓	✓
	• Effective facilitating and coordinating meeting skills	✓		✓
	• Ability to work successfully as an individual and as part of a team	✓		✓
	• Comfortable using digital technologies in a work environment including Microsoft Office Packages, Zoom, Texting platforms and more	✓	✓	
	• Good influencing and negotiation skills to represent and negotiate on behalf of members	✓	✓	✓
	• Ability to identify and name patterns and incidents of workplace discrimination	✓	✓	✓
	Desirable			
	• Ability to use innovative strategies to plan and achieve the aims of a project	✓		✓
	• Analytical skills to assess information and situations in order to achieve an appropriate solution/approach	✓	✓	✓
4. Other requirements	Essential			
	• Ability to travel to meet work related deadlines	✓		✓
	• Requirement for occasional overnight stays	✓		✓
	• Demonstrates a commitment to working for justice in healthcare and beyond	✓	✓	✓
	• Strong personal commitment to promoting equity, diversity and inclusivity	✓	✓	✓
	• Commitment to continuous professional development	✓		
	• Valid car driver's licence and access to a vehicle	✓		✓

Last revised: April 2025

The RCN Core Behavioural Competency Framework informs the key behaviours our employees need to demonstrate in their roles.

Inspire others to greater heights  Be passionate about developing yourself and others and push yourself beyond your comfort zone	Value those around you  Prize diversity and deal fairly and consistently with people while recognising individual differences	Show passion for our services  Have members' and customers' interests at the heart of everything you do and go out of your way to manage & exceed their expectations	Build outstanding relationships  Lead and contribute to your teams success and collaborate with people around you & those beyond your immediate team	Get to the heart of the business  Have the business interests of the RCN at the forefront of all you do and seek out opportunities to develop your business know-how	Stay one step ahead  Be inquisitive, think differently and embrace opportunities for change, helping others to adapt and encouraging new ideas
Use the strengths of those around you to maximum effect	Challenge unacceptable behavior where it exists	Demonstrate pride in the RCN and passion for its services	Understand how your team impacts on others	Learn all aspects of the business with enthusiasm	Improve how things are done
Take personal ownership of all that you do	Treat everyone with respect regardless of their position	Ensure all you do has a benefit to members and customers	Focus on your team's primary goals	See yourself as a shareholder in the RCN	Adapt enthusiastically to change and different ways of working
Persist in the face of difficulties and overcome obstacles	Recognise the benefit of different viewpoints	Empower members and customers to help them become more involved	Share knowledge within your team and across other teams	Generate viable opportunities to help the RCN grow and develop	Tackle unfamiliar situations with confidence
Articulate your views and be open to others' opinions	Communicate openly and actively listen to those around you	Stay calm and focused when dealing with challenging situations	Support and help those around you	Work within tight timescales when needed	Help others to respond positively to change
Coach others and share your expertise	Treat everyone fairly and consistently	Go the extra mile	Demonstrate pride in your team and its work	Prioritise work to respond to urgent needs	Be prepared to do things differently & learn from mistakes
Trust those around you to do their jobs	Encourage mature discussion of differences	Build strong partnerships with outside agencies	Plan projects to involve key people from the start	Show efficiency and value in your use of resources	Adapt your thinking according to the needs of the situation
Seek feedback and learn from what you hear	Be approachable and give time to others	See a task through to the end	Identify opportunities for cross-team working	Translate plans into realistic targets and objectives	Show positive energy even in times of pressure
Lead by example and act as a role model	Respect individual and cultural differences	See things from the members' and customers' perspectives	Understand your strengths and play to them when you can	Understand the impact of your actions on the business	Keep an open mind and think creatively about problems at work
Empower and develop yourself and those around you	Recognise the impact of your behaviour on those around you	Build rapport with members and customers	Seek expertise from outside the team where necessary	Focus on the purpose of your role	Encourage constructive discussion about change
Speak up if you can see a better way to do things	Seek out stakeholders' views where possible	Keep members and customers informed	Ensure all team members have a meaningful part to play	Concentrate on delivering best value	Show your initiative in all that you do