



## **THE ROYAL COLLEGE OF NURSING OF THE UNITED KINGDOM**

### **JOB DESCRIPTION FORM**

**Job Title:** Professional Lead Mental Health Programmes

**Department:** Practice Academy, Institute of Nursing Excellence

**Reports to:** Head of Nursing Practice

**Key relationships:**

Professional Lead Education Mental Health Programmes, Programme commissioners and stakeholders, Relevant committees, RCN Institute Academies, UK departments and colleagues, other professional bodies, and third-sector organisations.

**Hours:** 17.5 hours per week (0.5 WTE)

**Grade:** E

**Location:** RCN London HQ with hybrid working

### **JOB PURPOSE**

The postholder will provide expertise in practice and policy to support Mental Health Programmes, notably by developing and implementing the UK psychosocial interventions to address contemporary challenges in mental health nursing through effective solutions and strategies. This role involves enhancing the influence of psychosocial nursing by fostering collaboration within the nursing community and maintaining strong professional relationships with key stakeholders, including RCN members, commissioners, statutory agencies, professional bodies, providers, third sector organisations, and patient advocacy groups.

To ensure the success of Mental Health Programmes, the postholder will drive the effective dissemination of strategic initiatives at local, national, and professional events, as well as through various media channels. Collaboration with stakeholders and professional forums will be essential in shaping the future vision of psychosocial nursing practice, including the development of action priorities, establishment of standards and guidance, and adherence to quality and safety principles within the psychosocial nursing community.

## **KEY RESPONSIBILITIES**

### **1. Specific role responsibilities**

- 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 psychosocial interventions, best practice standards, clinical guidelines, policy guidance, quality measures, knowledge summaries, practice development tools and online 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 Mental Health Programmes activities through appropriate channels such as the media, professional journals, web-based media, conferences and other events.
- Provide expertise and advice on psychosocial interventions and relevant health and social care issues, as required to respond to member enquiries.
- 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 patient/public groups, statutory agencies, professional bodies, providers and commissioners, and third-sector organisations.
- 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.
- Actively participate as a member of the Practice Academy, including supporting other projects, away days, regular team meetings and other developmental activities.

### **2. Projects**

- Identify opportunities to promote mental health programmes, developing 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 supporting psychosocial nursing communities of practice, building effective and sustainable relationships with external stakeholders, including people with lived experience.

- Provide contemporary, relevant, and up-to-date practice, policy and educational expertise surrounding psychosocial interventions.
- To work collaboratively, lead and deliver the professional activity on psychosocial interventions and related Mental Health Programme projects.

### **3. Management responsibilities**

- Demonstrate clear decision-making, leading projects and programmes of work for Mental Health Programmes in a transparent, cost-effective and organised way, ensuring appropriate stakeholder representation and engagement.
- Work with the Practice Academy and Education leadership team to ensure objectives for this portfolio are identified, contributing to and aligning with the Institute's annual planning cycle, and delivered within agreed-upon 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.

### **4. Financial responsibilities**

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

### **5. Additional responsibilities**

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

- Comply with the RCN Data Protection Policy, Retention Schedule and department procedures to ensure personal data is always protected.
- Undertake any other duties as requested in line with the job role.

Job description updated by:  
Dr Stephen Jones, Head of Nursing Practice  
03/06/2025