The Council is looking for up to two people to join us as **Associates**.

**We are particularly keen to attract registered midwives and/or midwifery or nursing professionals from black, Asian and minority ethnic communities.**

This is an opportunity to gain first-hand experience of what being a Council member involves and develop the skills and expertise needed to be a Non-Executive Director.

Associates will have a chance to be involved in all aspects of the Council’s work and contribute to the Council’s business in a similar way to appointed Council members.

We are looking for individuals who have the talent, ability and potential to develop the skills needed to succeed in a Non-Executive level role and who can bring an additional perspective to the Council’s discussions.

**What is involved?**

As an associate you will be given opportunities to do almost everything an appointed Council member would do, including:

- Preparing for, attending and contributing views at Council seminars, confidential and public meetings across the full range of Council business. (There is a Council seminar and/or meeting every month except August).
- Contributing to Council Committees, if asked to do so by the Chair.
- Developing a good understanding of the range of the NMC’s work, keeping up-to-date with Council business, reading regular updates and information.
- Participating in Council events and activities, such as engaging with stakeholders and when possible again, visits to places where nurses, midwives and, in England, nursing associates, work.
- Adopting the Council’s Code of Conduct, Values and Behaviours and other policies and processes, including an annual appraisal process.
- Engaging in a comprehensive induction programme and working with us on a plan to help you develop the skills and expertise to become an effective Non-Executive Director, including shadowing other Council members.
Although you will have the chance to contribute to the Council’s work in a similar way to an appointed member, there are a few differences:

• As an associate you will not vote on Council decisions; however, votes are rare, as the Council aims to make decisions by consensus wherever possible.
• As an associate you will not be a Charity Trustee or subject to the legal duties, responsibilities or liabilities of appointed Council members.

We hope these roles will give you insight and experience of what it means to be a Council member. But it is not an automatic stepping stone to full Council membership. You would need to apply in the normal way through an open and competitive process for any vacancy that might arise in future, as Council members can only be appointed by the Privy Council.

**How much time will I need to commit?**

We expect these appointments to be for up to two years. During that time you would need to be willing and able to commit **around 3 days a month** to Council activities. These are not necessarily 3 working days – some of this time will be preparation and reading which you can do at times that best suit you.

You will receive an allowance based on time committed (currently £286 a day) in line with the Council’s allowances policy. We will meet any reasonable travel or other out of pocket expenses in line with the Council’s policy.

You will need to have full support and consent of your employer or any organisation or body you work for in applying for these roles, including willingness to release you to attend Council meetings and other activities.
What are we looking for?

We will use the following criteria to assess suitability for these roles. These are modelled on the competencies expected of appointed Council members.

Criteria we will use to decide if you are suitable

- Understanding of, and commitment to, the protection of the public through professional regulation.
- Energy and enthusiasm to develop the skills and expertise required to become an effective non-Executive Director, curiosity and a willingness to learn.
- Potential ability to think strategically, step back and see the big picture.
- Potential to develop the skills to scrutinise, challenge in a constructive and supportive way and identify when and how to seek assurance.
- Evidence of an analytical approach, with potential to develop the ability to weigh complex issues and reach sound judgements.
- Willingness to develop an understanding of the range of organisational and business issues with which the Council deals together with willingness to develop the knowledge and skills to make a strategic and constructive contribution to discussions.
- Willingness to develop the ability to work successfully as part of a team of Non-Executive and Executive colleagues, with evidence of respecting and listening to others, earning the respect of colleagues, and contributing constructively to collective discussions.
- Personal commitment to good governance and upholding the recognised principles of public life.
- Willingness and ability to gain an understanding of how being a charity impacts on the work of the Council.

Please note that you need to hold current registration with the Nursing and Midwifery Council with no restrictions on your practice and maintain this, including revalidating, throughout the duration of the role.
What will you achieve by being an Associate?

By the end of the scheme, we would expect associates to have developed and be able to demonstrate the skills and ability to contribute effectively to the range of Council responsibilities as set out below.

Council members must be committed to public protection and to the NMC’s statutory purpose. They must have the courage to speak out and challenge, working effectively with fellow members. They do not necessarily have to have specialist knowledge of regulation or (in the case of lay members) of the health service.

Provide strategic direction for the NMC:

- Taking responsibility for corporate strategy, business plans and budgets and the development of the framework for reviewing policy and operational performance.
- Overseeing the development of policy and taking major policy decisions.

Ensure and review the effectiveness of the NMC in fulfilling its statutory purpose:

- Ensuring that the focus of the organisation is on the core purpose of public protection.
- Evaluating the effectiveness of the Council in fulfilling its statutory purpose.

Provide oversight of NMC operations, ensuring that they are aligned with strategic direction:

- Holding the Executive to account for the management of day-to-day operations, ensuring that resources are used effectively and appropriately.
- Holding the Executive to account for ensuring that NMC operations are organised in ways which facilitate the delivery of core functions to best effect, and that this is kept under review as circumstances change.

Monitor the external relationships of the NMC, to ensure that the confidence of the public and of stakeholders is maintained:

- Ensuring that the NMC has measures in place to engage with stakeholders and with other relevant organisations and government agencies in the four countries of the UK.
- When appropriate, act personally to support and promote the interests of the NMC externally.

Fulfil all responsibilities as charity trustees for the NMC:

- Ensuring that the NMC acts at all times within the framework of charity law, and fulfils its charitable purposes.
- Taking responsibility for all appropriate functions, including property management; the employment of staff; health and safety; and equality and diversity.
More about the Council, what it does and how it works

We are the professional regulator for nurses and midwives in the UK, and for nursing associates in England. Our over-arching purpose is ‘protecting the public’. Our core statutory responsibilities are maintaining the register, setting standards, assuring the quality of education and investigating concerns about the fitness to practise of people on our register.

The Council is our governing body. It is made up of 12 members: 6 lay people and 6 people drawn from the professions we regulate. Council members are appointed by the Privy Council. The Chair and Council members are expected to uphold the Council’s Code of Conduct based on the Seven Principles of Public Life (the ‘Nolan principles’) and to role model our values: Fair; Kind; Collaborative and Ambitious.

The Council is committed to openness and transparency, holding meetings in public at least six times a year. More information about how the Council works and current membership can be found here. You may find it helpful to look at the agenda packs for recent Council meetings here and our Strategy for 2020–2025.

The Chief Executive and Registrar, Andrea Sutcliffe, and the Executive team are responsible for day to day running of the NMC.

Interested?

Candidates should apply for this role through our website at www.saxbam.com/appointments using code QAQZB1.

Click on the ‘apply’ button and follow the instructions to upload:

- CV
- Supporting statement saying why you are suitable (no more than 2 pages please)
- NMC PIN number (this is essential)
- Two referees
- Equality and Diversity monitoring form

The closing date for applications is Noon on Monday 24 August 2020

Registered charity in England and Wales (1091434) and in Scotland (SCO38362)