


Job Description

	Job Title	Deputy Director, Professional Practice
	Directorate	Professional Practice
	Department	Executive Team
	Grade	11
	Standard/Premium	Standard
	Reports to	Executive Director, Professional Practice
	Team Management	Yes
	DBS Status	Enhanced check
	Any special conditions e.g. on call, other allowances	None

Role purpose

This role will support and enable the directorate to deliver on its portfolio of work with specific overview of Education Quality Assurance, Safeguarding, Casework Support and the Employer Liaison Service.

The Deputy Director, Professional Practice provides senior professional leadership, expert regulatory insight, and strategic accountability for:

- The design, development, implementation and evaluation of professional standards and regulatory tools for education and practice.
- UK-wide national outreach, engagement and risk-intelligence activity that informs upstream regulation and supports senior leaders in health and care settings.
- The NMC's safeguarding oversight, ensuring proportionate and person-centred responses to safeguarding, wellbeing and system-risk concerns arising across our work.
- Oversight of support services, ensuring that high quality decision making influences the provision of person-centred approaches for those who are involved in our processes.
- The regulatory quality assurance framework for education, ensuring that providers of nursing, midwifery and nursing associate programmes meet NMC standards and statutory requirements.
- Develop and maintain excellent external relationships with important stakeholders including the Departments of Health, the Chief Nursing Officers and the Chief Midwifery Officers across the four UK nations, utilising diplomacy and negotiating skills.

- Display an ability to engage politically, specifically to understand and support healthcare policy development and translation of policy into plans for implementation.

The post holder is a core member of the Directorate Senior Leadership Team and will regularly deputise for the Executive Director.

Key accountabilities

As part of the Professional Practice leadership team:

- Provide compelling, consistent and corporate leadership in line with NMC's values and behaviours, to all colleagues across the Professional Practice directorate and wider organisation, and act as a role model and senior leader across the NMC.
- Develop and drive a performance culture which develops and values all staff and builds a sense of shared accountability for the success of the organisation.
- Take the lead on directorate-wide, and inter-Directorate initiatives, as required by the Executive Director, to enable the effective implementation of organisational priorities.
- Act always as a corporate ambassador for the NMC, building the organisation's reputation and profile as a provider of high quality regulatory and public protection services.
- Deputise for the Executive Director, as required.

As the Deputy Director leading the following activity:

- Ensure that the directorate teams deliver on the NMC's core regulatory duties in setting standards for the professions: the approval, delivery, quality assurance and monitoring of education programmes that support professionals into, and in maintaining practice; provision of expert professional advice and leadership of new programmes, for example the regulation of advanced practice, and review of the Code, Revalidation and Practice Learning; responsibility for the employer outreach function for the NMC, the Employer Link Service (ELS); safeguarding; midwifery leadership; regulation and revalidation.
- Support the corporate statutory obligations of education quality assurance (EdQA), and Safeguarding. These functions are currently undergoing a process of review and improvement to ensure stability and continuous development of these important corporate functions.
- Leadership and support for key workstreams of the Fitness to Practice (FtP) Improvement programme. This ambitious programme aims to reduce significant risk across the FtP function of the organisation with a focus on referral reduction through expansion of liaison with employers, developing a patient safety lens, supporting those who are within FtP processes, and working collaboratively with professional leaders, other systems and national regulators to enhance the provision of support.
- Leadership for engagement with both the public and the professions to ensure that people involved in our processes are fully supported by both specialist teams and outsourced support services.

- Acting as trouble shooter, able to respond to urgent organisational demands swiftly and with minimal direction.

As a people leader:

- Provide professional leadership and development of staff to ensure the necessary capability and expertise to deliver excellent services to the public, registrants and other stakeholders is in place.
- Lead talent development, succession planning and performance management, addressing capability and conduct proactively and compassionately.
- Support the development of the operating model for EdQA and Quality Assurance contract, safeguarding, casework support, ELS and arising organisational projects.
- Demonstrate a continual commitment to eliminating discrimination and promoting diversity and inclusion among our workforce. This includes encouraging our people to critically examine our ways of working to identify and remove barriers for those whose protected characteristics may drive a disadvantageous outcome or experience as they engage with us and our processes.
- Manage financial, human and other resources efficiently and cost-effectively, ensuring there is the capacity to deliver core functions in line with key performance indicators, corporate priorities, organisational requirements and financial resources.

People management

- Provide strong leadership and direction and maintain review of performance improvement and ensure that performance targets are met.
- Facilitate and support the Directorate teams to enable them to achieve their objectives.
- Provide consistent performance management by providing regular feedback, conducting formal appraisal reviews, and identifying and addressing business-focussed training and development needs.
- Manage issues relating to conduct and capability, ensuring that any issues are dealt with in a focussed, timely and compassionate manner.

Other responsibilities

There are a number of standard duties and responsibilities that all employees, irrespective of their role and level of seniority within the NMC, are expected to be familiar with and adhere to.

- Comply at all times with the requirements of health and safety regulations to ensure their own wellbeing and that of their colleagues.
- Promote and comply with NMC policies on diversity and equality both in the delivery of services and treatment of others.
- Ensure confidentiality at all times, only releasing confidential information obtained

during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act 1998 and its amendments.

- Comply with NMC protocols on the appropriate use of telephone, email and internet facilities.
- Comply with the principles of risk management in relation to individual and corporate responsibilities.
- Comply with NMC policies and procedures as compiled on the organisation's intranet.

This job description is not exhaustive and as such the post holder is expected to be flexible. Any changes will only be made following a discussion with the post holder.

Person Specification

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Grade: 11

Behaviours

- 1. Acting with Purpose (Lead Behaviour)** – Provides strategic direction, acts with integrity, and ensures public protection is central to decision-making.
- 2. Collaborating and Including** – Builds strong, inclusive relationships across complex systems, fostering shared accountability and cross-organisational working.
- 3. Impactful Decision-Making** – Makes ethical, evidence-based decisions in complex, politically sensitive environments.
- 4. Achieving Results** – Drives high performance, ensures delivery of strategic priorities, and embeds continuous improvement.

Technical Skills

1. Advanced understanding of professional regulation, safeguarding, and education quality assurance.
2. Highly developed communication, influencing and negotiation skills for senior, politically sensitive environments.
3. Ability to analyse complex data and evidence to inform strategic and operational decisions.

Experience (no more than 3 experience criterion)

1. Substantial senior leadership experience in large-scale, complex environments, ideally health, social care or regulatory settings.
2. Extensive experience in academic or education quality assurance contexts, including curriculum design and evaluation.
3. Proven experience of leading sustainable organisational change, culture development and high-level stakeholder engagement.

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- Promote and comply with NMC policies including diversity and equality both in the delivery of services and treatment of others.
- Ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the General Data Protection Regulation and the Data Protection Act 2018.
- Comply with NMC protocols on the appropriate use of telephone, email and internet facilities.
- Comply with the principles of risk management in relation to individual and corporate responsibilities.
- Comply with NMC policies and procedures as compiled on the organisation's intranet.
- In addition to your main areas of responsibility, our values (integrity, fairness, respect, equity and effectiveness) and behaviours are required from all our people for successful delivery of the NMC Strategy.

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