

## JOB DESCRIPTION

### JOB DETAILS

|                               |                                                      |
|-------------------------------|------------------------------------------------------|
| <b>Job Title</b>              | Birth Conversations Specialist Midwife               |
| <b>Reports to</b>             | Named Midwife for Safeguarding & Complex Care Matron |
| <b>Band</b>                   | Band 7                                               |
| <b>Department/Directorate</b> | Child and Women's Health                             |

### JOB PURPOSE

This is a highly visible, patient facing role for a specialist midwifery practitioner leading on the development and delivery of the RDUH *Birth Sense* service. This is a high-quality, midwife-led, birth conversations service that provides multi-aspect support for women who have experienced traumatic or complex maternity journeys.

The post holder will provide specialist postnatal and antenatal birth conversation, which are partner inclusive, which aim to support emotional recovery and reduce birth trauma. Working autonomously within professional guidelines, the role provides expert clinical support, psychological-informed interventions, and continuity of care to improve outcomes, reduce birth trauma, and enhance personalised care. At times, the post holder will work alongside the complex needs midwife to offer neurodiversity affirming appointments with sensory and communication adaptations.

The role will also contribute to service improvement, identification of key themes and learning for maternity governance, staff education, and implementation of trauma-informed practice across maternity services.

You will be responsible for assessing and triaging women who are referred from multidisciplinary health care professionals or who have self-referred to the 'Birth Sense' service.

The post holder will be trained to degree standard and will use their extensive professional clinical knowledge to provide specialist, trauma informed advice and support to help women and birthing people to navigate their birthing journey. The post holder must be willing to undergo further training to develop trauma informed practice skills to support them in this role.

Active listening, solution focussed questioning and birth trauma training to improve parent child bonding and relationships within the family unit is essential alongside the provision of high quality talking and listening interventions aimed to improve women and families understanding of their birth to find resolution and understanding and to look forward positively to an improved experience

The post holder will represent Maternity Services at Trust wide and external meetings in relation to their role along with providing specialist knowledge and advice to all maternity staff consistent with the requirements of trauma informed practice.

The post holder will develop and support robust quality assurance systems to monitor and evaluate trauma informed practice across maternity services alongside uptake and effectiveness of the 'Birth Sense' service.

As part of a small specialist team, providing occasional cross site cover in times of periods of high acuity, staff absence or annual leave.

## KEY RESULT AREA / PRINCIPAL DUTIES AND RESPONSIBILITIES

- Provide specialist birth-reflection care - offer autonomous, specialist midwifery support for individuals seeking birth reflection after traumatic or complex birth experiences, creating space for emotional processing, validation, and exploration of events.
- Deliver structured trauma-informed consultations - facilitate birth-reflection sessions using evidence-based, trauma-informed approaches that promote psychological safety, understanding, and recovery.
- Apply advanced clinical judgement - assess psychological wellbeing, identify indicators of birth trauma, PTSD, anxiety, and depression, and use professional judgement to escalate, refer, or coordinate additional psychological or clinical support.
- Develop personalised future-pregnancy plans - create tailored care plans for subsequent pregnancies, supporting informed decision-making, continuity of care, and strategies to reduce recurrence of trauma.
- Support women with tokophobia - provide calm, trauma-informed guidance to explore fears, understand triggers, and co-create personalised birth plans that enhance safety, control, and emotional wellbeing.
- Work collaboratively across MDTs - engage with multidisciplinary teams to ensure holistic, integrated support, establishing clear communication pathways across primary and secondary care to strengthen compassionate, trauma-informed practice.
- Provide continuity and advocacy - offer ongoing support and advocacy for women in subsequent pregnancies, ensuring their psychological and physical needs are recognised and addressed throughout antenatal, intrapartum, and postnatal care.
- Maintain accurate and compliant documentation - produce timely, complete, and legally compliant clinical records, documenting all assessments, communications, and decisions in line with legislation, policy, and professional standards.
- Lead trauma-informed workforce development - plan, coordinate, and deliver training programmes to embed trauma-informed care across both RDUH sites, ensuring midwifery teams integrate these principles into everyday practice.
- Contribute to audit, evaluation, and governance - participate in audit, research, and service evaluation; monitor KPIs and patient feedback; support incident review; and promote learning from adverse outcomes to improve service quality.
- Communicate with clarity, sensitivity, and professionalism - adapt communication to individual needs, cultures, and preferences; anticipate and address barriers; maintain confidentiality; resolve issues locally where possible; and communicate effectively with colleagues and MDT members.
- Maintain professional competence and leadership - influence and inspire others, cascade information, explain organisational decisions, identify resource issues, engage in appraisal and ongoing development, and uphold NMC standards and codes of practice.

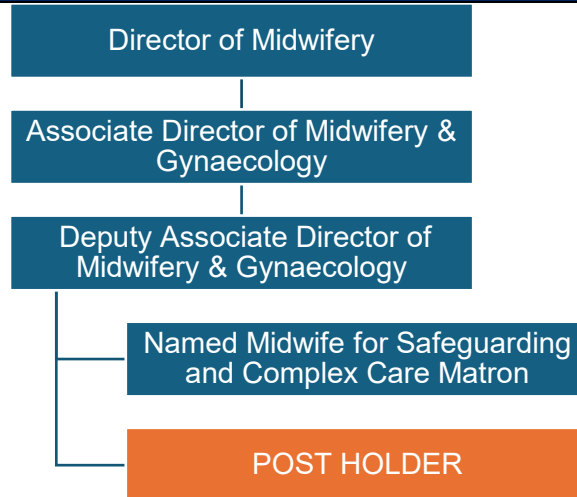
## KEY WORKING RELATIONSHIPS

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when required on a day-to-day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

| Internal to the Trust                                                                                                                         | External to the Trust                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Patient Safety and Experience Team<br>PALS<br>Clinical Teams<br>Trust Legal Team<br>Maternity teams<br>Safeguarding Team<br>Complex Care Team | Public Health Nursing Team<br>Perinatal Mental Health Services<br>Patients and Carers<br>MNVP<br>Other external agencies relating to role |

## ORGANISATIONAL CHART



## FREEDOM TO ACT

The role will include a combination of routine and complex queries. It is rare that queries need to go to the Trust's lawyers but you will be expected to identify those that require such action.

The post holder is professionally accountable for all aspects of their own work and managing their own work load, working within their codes of practice and professional guidelines and using their expertise to deal with routine matters, complex queries and other issues, deciding when it is necessary to refer to the Named Midwife for Safeguarding and Complex Care Matron.

The post holder works autonomously and provides expert trauma informed advice to all members of maternity staff at all levels. Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations.

The post holder will be guided by various teams they work alongside as well as Trust policies and procedures. Using their own initiative and seeking advice from Managers and the team as required.

## COMMUNICATION / RELATIONSHIP SKILLS

The postholder will demonstrate exceptional listening and communication skills and have the ability to identify, communicate, receive and manage highly complex, sensitive and confidential information.

The postholder will need to be able to regularly hold emotionally complex conversations whilst sensitively navigating trauma, loss, fear and distress. Psychological safety will need to be ensured alongside the ability to de-escalate confidently.

They will be required to communicate in verbal, written and electronic format.

Communicating complex and highly sensitive information safely between health professionals, agencies and outside Trusts.

Communication will be with a wide range of individuals and groups, both internal and external to the Trust. This may include interpretation services and adapted communication for neurodivergent families.

The post holder may be required to communicate with parents and family, members of the public and across all levels within the Trust. Some of these communications will be sensitive in nature. Some will be highly complex, requiring excellent communication skills, active reflective listening and empathy and reassurance skills.

Be able to influence others from partner agencies to support excellence in safeguarding practice.

## **ANALYTICAL / JUDGEMENTAL SKILLS**

The post holder will be expected to routinely make decisions independently which may involve complex facts/situations. This could include escalation through a formal complaints process or governance processes or formal debrief service.

The post holder will be expected to use their judgement to assess risks and manage solutions safely and appropriately to safeguard the person at risk and their family if required.

To review, assess and appropriately action any safeguarding concerns that may arise and to share any additional relevant information available to RDUH with multi-agency partners.

## **PLANNING / ORGANISATIONAL SKILLS**

The post holder will be expected to organise their own day-to-day activities, planning of straightforward tasks and organising complex on-going activities. This could be birth planning outside of guidance, reasonable adjustments or consideration of alternative care planning.

The post holder should be able to competently plan and deliver a high standard of evidence - based training.

## **PATIENT / CLIENT CARE**

The post holder may have face-to-face contact with children, adults and their families where there are concerns and should be sensitive, professional and focussed throughout.

To provide highly specialist knowledge of trauma informed practice to the Paediatric and Neonatal teams during prolonged admissions of babies and children, or when planning discharge, where the family or child have been identified as having vulnerabilities or complex needs.

Support staff involved in complex situations where trauma may be experienced by women and birthing people.

Provide trauma informed clinical supervision to clinical staff within maternity.

Provide support and facilitate debriefing for staff involved in complex situations where trauma has been, or is likely to be experienced.

Ensure all record keeping in relation to practice is appropriate, accountable and defensible.

To ensure that the perspective of the person at risk and the promotion of anti-discriminatory practice are incorporated into all aspects of practices.

## **POLICY / SERVICE DEVELOPMENT**

The post holder is responsible for implementing policy change and jointly identify, alongside the Named Midwife for Safeguarding and Complex Care Matron, Director of Midwifery, Associate Director of Midwifery and Deputy Associate Director of Midwifery, proposed areas of service changes, along with service development and improvement.

Contribute to the development of policies, procedures, pathways of care and guidelines ensuring they are evidenced based to facilitate discharge planning and ensure patient safety.

Champion equity, inclusion and culturally safe care whilst contributing to Trust wide initiatives to improve communication and patient experience.

## **FINANCIAL / PHYSICAL RESOURCES**

The post holder is responsible for ensuring that the resources of the Trust are used responsibly and report any fraud in line with Trust Policy.

## **HUMAN RESOURCES**

To identify and agree own development needs through the Knowledge and Skills Framework (KSF) Process, to achieve team and Trust objectives and the appraisal process.

To provide advice, support and training to:

- Trust staff
- Students
- Carers/patients
- Statutory, voluntary and private agencies

Providing clinical supervision, support and provide specialist advice to staff at all levels within the organisation.

To create, deliver and review trauma informed training for maternity staff and to deliver specialist training each month, or more often if required to midwives and obstetric staff.

Be involved in the orientation, induction and preceptorship of junior staff across maternity services.

## **INFORMATION RESOURCES**

The post holder will be responsible for recording personally generated statistical information, maintaining client records, entering data using computer software, analysing information, and identifying themes or trends for areas of further service development.

## **RESEARCH AND DEVELOPMENT**

To regularly analyse national and local data in relation to trauma informed practice and birth reflection services to ensure health professionals are alerted to developments and informed of changes.

To contribute to the identification and participation in appropriate safeguarding research topics utilising research methodology.

To ensure that health practitioners deliver services to safeguard children/adults based on sound best evidence, including relevant NICE Standards.

To work closely with the Named Midwife for Safeguarding and Complex Care Matron to establish a robust monitoring and audit process for safeguarding children/adults, which promotes improvement and informs the RDUH of areas of good practice and development needs.

To identify and agree own development needs through the Knowledge and Skills Framework (KSF).

## **PHYSICAL SKILLS**

The post holder will be required to have standard keyboard skills.

Highly developed physical skills, high degree of precision skills required for palpation, suturing and births.

## **PHYSICAL EFFORT**

There is an occasional requirement to exert moderate physical effort for several long periods during a shift such as assisting women in labour during periods of high acuity.

There is a requirement to carry laptop, computer and/or projection equipment approx. (3Kg) to meetings for presentation purposes.

## **MENTAL EFFORT**

Ability to switch tasks and manage multiple strands of work as a result of interruptions and/or arising situations requiring urgent attention.

Periods of occasional prolonged concentration are required when analysing information, writing reports and formulating policies.

The ability to meet high level deadlines within a limited timescale.

Respond to constant high risk demands for urgent advice and consultation.

### **EMOTIONAL EFFORT**

The post holder will be exposed to highly emotionally demanding situations on a daily basis. They should behave consistently with the values and beliefs of the organisation and promote these on day to day basis.

Be able to act independently, decisively and effectively within responsible areas.

Be able to effectively and appropriately deal with criticism and challenging people and situations.

Frequent exposure to highly distressing information and dealing with bereavement and trauma.

Ability to positively and creatively challenge current thinking in order to develop new and improved policy and working practices.

The post holder will require emotional resilience and maturity when exposed to highly distressing or highly emotional circumstances for example in working with patients, their families and staff in safeguarding situations, including professional conduct of serious disciplinary cases.

### **WORKING CONDITIONS**

Occasional exposure to highly unpleasant working conditions including body fluids, faeces, vomit, smells and foul linen

The post holder may be required to work across RDUH at times of high acuity or to cover service provision during periods of annual leave or prolonged sickness.

Flexible to workload will be required to meet the demands of the post.

### **OTHER RESPONSIBILITIES**

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DSE) if appropriate to role.

### **APPLICABLE TO MANAGERS ONLY**

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.

- Ensuring during 1:1s / supervision with employees you always check how they are.

## **DISCLOSURE AND BARRING SERVICE CHECKS**

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

## **GENERAL**

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.



# PERSON SPECIFICATION

|                  |                                        |
|------------------|----------------------------------------|
| <b>Job Title</b> | Birth Conversations Specialist Midwife |
|------------------|----------------------------------------|

| <b>REQUIREMENTS</b>                                                                                       | <b>Essential</b> | <b>Desirable</b> |
|-----------------------------------------------------------------------------------------------------------|------------------|------------------|
| <b>QUALIFICATION / SPECIAL TRAINING</b>                                                                   |                  |                  |
| Registered Midwife                                                                                        | E                |                  |
| Qualified professional with current NMC registration.                                                     | E                |                  |
| BSc Specialist Practitioner or relevant health or social care degree.                                     | E                |                  |
| Relevant post registration experience in trauma informed practice                                         | E                |                  |
| Extensive knowledge of trauma informed care                                                               | E                |                  |
| Willingness to undertake formal Trauma Informed Practice Training                                         | E                |                  |
| Evidence of working with adults and children's safeguarding issues at a senior level.                     | E                |                  |
| Teaching qualification/equivalent experience.                                                             |                  | D                |
| Safeguarding supervisor training or equivalent experience.                                                |                  | D                |
| <b>KNOWLEDGE/SKILLS</b>                                                                                   |                  |                  |
| Understanding of complex care issues across disciplines & agencies                                        | E                |                  |
| Track record of evidence-based practice within the speciality                                             | E                |                  |
| Knowledge and understanding of safeguarding standards and guidelines                                      | E                |                  |
| Ability to promote understanding & incorporation of equality and diversity within practice                | E                |                  |
| Role model best practice within complex care                                                              | E                |                  |
| Reflective approach to practice                                                                           | E                |                  |
| Able to communicate clearly and succinctly both verbally and in writing                                   | E                |                  |
| Good understanding of Risk Management and Complaints procedures                                           |                  | D                |
| <b>EXPERIENCE</b>                                                                                         |                  |                  |
| Clinical experience working across a wide range of maternity areas                                        | E                |                  |
| Evidence of working across agencies and boundaries                                                        | E                |                  |
| Effective multi-disciplinary/multi-agency working                                                         | E                |                  |
| Evidence of continuous professional development                                                           | E                |                  |
| Experience of supervising staff                                                                           |                  | D                |
| Innovative, able to problem solve and to produce effective improvement strategies                         | E                |                  |
| Experience of designing and delivering training material                                                  |                  | D                |
| Evidence of report writing                                                                                | E                |                  |
| Experience of change management initiatives                                                               |                  | D                |
| Innovative and able to problem solve                                                                      | E                |                  |
| Have a sound knowledge of confidentiality                                                                 | E                |                  |
| <b>PERSONAL ATTRIBUTES</b>                                                                                |                  |                  |
| Enthusiastic, highly motivated and committed to developing the service in the best interests of all users | E                |                  |
| Able to be assertive when necessary and remain calm in a busy environment                                 | E                |                  |
| Able to work proactively and constructively, independently and within a multi-disciplinary team           | E                |                  |
| Excellent communication and negotiation skills                                                            | E                |                  |
| Ability to always represent the Trust in a professional manner.                                           | E                |                  |
| <b>OTHER REQUIREMENTS</b>                                                                                 |                  |                  |
| Flexible in working practice                                                                              | E                |                  |
| Ability to travel and work across Trust sites                                                             | E                |                  |



|                                                                                                                        |   |  |
|------------------------------------------------------------------------------------------------------------------------|---|--|
| Driving licence                                                                                                        | E |  |
| The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust | E |  |
| Willingness to work across both RDUH sites on occasions                                                                | E |  |
| Willingness to participate in the maternity on call rota                                                               | E |  |

| WORKING CONDITIONS/HAZARDS                                                             |   | FREQUENCY<br>(Rare/ Occasional/<br>Moderate/ Frequent) |   |   |   |
|----------------------------------------------------------------------------------------|---|--------------------------------------------------------|---|---|---|
|                                                                                        |   | R                                                      | O | M | F |
| <b>Hazards/ Risks requiring Immunisation Screening</b>                                 |   |                                                        |   |   |   |
| Laboratory specimens                                                                   | Y |                                                        | O |   |   |
| Contact with patients                                                                  | Y |                                                        |   |   |   |
| Exposure Prone Procedures                                                              | N |                                                        |   |   |   |
| Blood/body fluids                                                                      | y |                                                        | O |   |   |
| Laboratory specimens                                                                   | y |                                                        | O |   |   |
| <b>Hazard/Risks requiring Respiratory Health Surveillance</b>                          |   |                                                        |   |   |   |
| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |                                                        |   |   |   |
| Respiratory sensitisers (e.g isocyanates)                                              | N |                                                        |   |   |   |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)                | Y |                                                        | O |   |   |
| Animals                                                                                | N |                                                        |   |   |   |
| Cytotoxic drugs                                                                        | N |                                                        |   |   |   |
| <b>Risks requiring Other Health Surveillance</b>                                       |   |                                                        |   |   |   |
| Radiation (>6mSv)                                                                      | N |                                                        |   |   |   |
| Laser (Class 3R, 3B, 4)                                                                | N |                                                        |   |   |   |
| Dusty environment (>4mg/m3)                                                            | N |                                                        |   |   |   |
| Noise (over 80dBA)                                                                     | N |                                                        |   |   |   |
| Hand held vibration tools (=>2.5 m/s2)                                                 | N |                                                        |   |   |   |
| <b>Other General Hazards/ Risks</b>                                                    |   |                                                        |   |   |   |
| VDU use ( > 1 hour daily)                                                              | Y |                                                        |   |   | X |
| Heavy manual handling (>10kg)                                                          | N |                                                        |   |   |   |
| Driving                                                                                | Y |                                                        |   | X |   |
| Food handling                                                                          | N |                                                        |   |   |   |
| Night working                                                                          | Y |                                                        |   |   |   |
| Electrical work                                                                        | N |                                                        |   |   |   |
| Physical Effort                                                                        | Y | X                                                      |   |   |   |
| Mental Effort                                                                          | Y |                                                        |   | X |   |
| Emotional Effort                                                                       | Y |                                                        |   |   | X |
| Working in isolation                                                                   | Y |                                                        | X |   |   |
| Challenging behaviour                                                                  | Y |                                                        |   | X |   |