



Culture

Engages with our Culture, commits to our Values, and participates in activities to support them.

- Role models and promotes RPC Values, proactively contributes to our culture, and participates in activities to support these.
- Understands the commercial and cultural benefits of our DEIB (Diversity, Equity, Inclusion and Belonging) and ESG (Environmental, Social and Governance) approach as set out in our [Responsible Business Report](#) and commits to taking action.
- Acts authentically and encourages others to do the same.
- Contributes to a supportive team culture that encourages inclusive collaboration and enables the team to achieve their ambitions.
- Proposes improvements to enhance the team or firm culture.
- Highlights behaviours that do not represent RPC Values or our DEIB practices and escalates with the appropriate person.
- Ensures organised events are inclusive and considers diverse needs.

- Supports and understands our 'one firm' approach, and always considers geographical and cultural differences.
- Takes collective responsibility for firm and team achievements.
- Understands the importance of keeping up to date with Firmwide developments and communications.
- Takes responsibility for maintaining personal health, wellbeing, and balance, and supports colleagues to do the same.
- Understands and embraces [Spark our Future](#) principles and supports others to adopt them.
- Understands and embraces workplace standards set out by relevant regulatory bodies and always behaves with integrity.



Knowledge and Expertise

Develops and maintains knowledge, skills, and expertise to produce excellent work.

- Go to subject matter expert for PEX/EXCO to achieve strategic objectives.
- Presents subject matter expertise externally on RPC's activities, achievements and return on investment.

- Uses deep and broad specialist knowledge to shape the firm's strategic agenda.
- Utilises external relationships to strengthen specialist knowledge and expertise and to bolster the success of the firm.



Clients

Delivers commercial solutions and an outstanding client experience to help our external and internal clients achieve their ambitions.

- Understands and navigates the complex political landscape and manages relationships to deliver the best outcomes for the client and the whole business.
- Takes ultimate responsibility for the delivery of service and experience for our clients.

- Balances competing strategic priorities with versatility, whilst managing the expectations of multiple clients.



Business Efficiency

Works efficiently and commercially to achieve our strategic priorities.

- Takes ultimate responsibility for the departmental budget, performance and return on investment.
- Sets the strategy for the growth and business efficiency of the department, ensuring alignment to the firm's strategic objectives.
- Navigates complex stakeholder management requirements and balances conflicting priorities to achieve business objectives.

- Drives and sets the agenda for departmental continual improvement.
- Ensures the department is adequately resourced to deliver strategic priorities taking into consideration team wellbeing.



People

Collaborates, influences and manages people to bring out the best in them.

- Recognised as a leader who has built collaborative relationships across the firm at all levels of seniority.
- Represents and advocates for the dept. at Partner and Board level to drive, shape and influence the firm's agenda.

- Role models inspirational leadership to bring the dept. together to encourage collaboration and motivate them to achieve exceptional performance.