

Assistant Director of Nursing (ADON)

Full-Time | Permanent

St. Michael's House is one of Ireland's leading providers of services and supports for people with intellectual disabilities. Supporting over 2,300 people and their families across 170 locations throughout the Greater Dublin Area, we are committed to delivering high-quality, person-centred services that empower people to live their best lives.

Our services include:

- Residential Supports and Independent Living
- Clinical Supports
- Day Services
- Schools
- Respite Services
- Vocational Training Services

About the Role

We are seeking an experienced and dynamic Assistant Director of Nursing (ADON) to support the Director of Nursing in providing strategic, professional and clinical leadership across St. Michael's House.

This is an exciting senior leadership opportunity for an experienced Intellectual Disability Nurse who is passionate about quality, innovation and person-centred care.

The successful candidate will:

- Provide professional and clinical leadership across nursing services.
- Support the development of nursing practice, clinical governance and quality improvement.
- Lead strategic projects that enhance service delivery and innovation.
- Promote excellence in person-centred care and positive outcomes for people supported.
- Support and develop nursing managers and multidisciplinary teams.
- Contribute to the effective management of resources and organisational priorities.

Essential Eligibility Criteria

Applicants must, on the closing date:

- Be registered, or eligible for registration, in the Intellectual Disability Division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (NMBI).
- Have a minimum of 7 years' post-registration Intellectual Disability nursing experience.
- Have at least 3 years' nursing management experience at Clinical Nurse Manager 2 (CNM2) level or above, with a minimum of 3 years in an Intellectual Disability setting immediately prior to the closing date.
- Hold a Level 8 (or higher) qualification in Healthcare, Management or a related discipline (or equivalent ECTS qualification).
- Demonstrate the clinical, leadership, managerial and administrative competencies required for this senior leadership role.
- Maintain current NMBI registration and comply with annual Patient Safety Assurance Certificate (PSAC) requirements.

Additional Requirements

- Full clean Driver's Licence.
- Access to transport, as travel throughout St. Michael's House services may be required.

Please refer to the Job Description Booklet for full details of the role, responsibilities and eligibility criteria.

How to Apply

Applications must be submitted through Rezoomo and include:

- A comprehensive Curriculum Vitae.
- A detailed cover letter outlining your suitability for the role, demonstrating how your skills, experience and values align with the requirements of the position.

For informal enquiries, please contact:

Sandra O'Reilly
Director of Nursing
Email: Sandra.OReilly@smh.ie

Closing Date

30th July 2026 at 5.00 pm

The selection process may include:

- Shortlisting based on the information provided in your application.
- A competency-based interview.

Candidates with no previous public sector experience will be appointed at the first point of the relevant salary scale.

Canvassing will disqualify.

St. Michael's House is an Equal Opportunities Employer.