



JOB DESCRIPTION

Job:	Clinical Nurse Manager II.
Location:	Dublin and South East.
Base:	Dublin Children's Services, currently located in Sandymount and Leopardstown.
Contract Hours:	Full Time Post, 35 hours per week.
Contract Type:	Permanent Post.
Reporting to:	Children's Services Manager, or delegated manager.

Overall Purpose of the Post:

To work as a Clinical Nurse Manager II as a member of the Dublin Children's Services, providing a quality, evidence based service to children and young people 0 – 18 years within an interdisciplinary framework and family centred practice and to support other staff and students as assigned. The aim of this programme is to provide a unified national approach to delivering disability health services so that each child has a clear pathway to the services they need, regardless of where they live, what school they attend or the nature of their disability or delay.

Key Duties and Responsibilities:

- Provide direct Clinical Nurse Manager II services to a defined caseload with Children's Disability Network services in Dublin, both individually and in groups.
- Work effectively within an interdisciplinary team structure within the PDS framework.
- Develop and collate professional reports as required in accordance with high professional standards.
- To consult in family meetings, strategy meetings and case reviews as required. To ensure effective maintenance of client records in line with Freedom of Information Act, Data Protection Act, Enable Ireland national and local policy guidelines and best practice, thus ensuring Duty of Care responsibilities are met.
- To work closely with the Community Paediatrician and hospitals teams.
- Timely updating of statistical records, including use of electronic databases.
- Promote and foster an understanding of the role and contribution of Social Work by providing professional consultation, education, guidance and support to others as appropriate.
- To participate in the development and delivery of appropriate training and group work opportunities for service users, families, staff and external groups, such as Sibshop Workshops, parent support groups etc.
- Ensure ongoing personal professional development including participation in Lead agency in-service training / Personal Development Plan and PDS training.
- Participate and be a lead clinician as appropriate in review meetings, case conferences etc.
- Provide safe, comprehensive nursing care to service users according to the Code of Professional Conduct as laid down by the Bord Altranais agus Cnaimhseachais na hEireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines.
- Practice nursing according to:

- Professional Clinical Guidelines.
- Local policies, protocols and guidelines.
- Current legislation.
- Ensure that service users and others are treated with dignity and respect.
- Maintain nursing records in accordance with local service and professional standards.
- Adhere to and contribute to the development and maintenance of nursing standards, protocols, and guidelines consistent with the highest standards of patient care.
- Evaluate and manage the implementation of best practice policy and procedures e.g. admission and discharge procedures, control and usage of stocks and equipment, grievance and disciplinary procedures.
- Maintain professional standards in relation to confidentiality, ethics and legislation.
- In consultation with CNM3 and other disciplines, implement and assess quality management programmes.
- Participate in clinical audit as required.
- Initiate and participate in research studies as appropriate.
- Devise and implement Health Promotion Programmes for service users as relevant to the cost.
- Operate within the scope of practice - seek advice and assistance from his/ her manager with any cases or issues that prove to be beyond the scope of his/ her professional competence in line with principles of best practice and clinical governance.
- Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
- Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs.
- Participate in or undertake research as required and agreed with CDNM. To maintain the person's and family's right to a relationship of mutual trust, privacy, confidentiality and responsible use of information.
- Demonstrate the ability to build capacity of individuals and families to navigate health and welfare systems and access information.
- Work with the policy and procedural guidelines of Lead agency ensuring that you remain up to date with changing policy directives.
- Engage in Professional Development and Performance Review.
- Actively participate in ongoing clinical supervision.
- Support of graduate Nursing placements as requested and delegated to do so.
- Direct their own personal professional development by ensuring that they maintain and develop their professional skill and knowledge.
- Maintains a disciplined and professional level of performance under sustained or situational pressure.
- Provide a service in varied locations in line with local policy / guidelines and within appropriate time allocation (e.g. clinic, home visits).
- Develop and promote professional standards of practice.
- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance.
- Provide clinical supervision as indicated and agreed with CDNM.

Planning and Organising of Activities and Resources:

- Plans and organises activities and necessary resources efficiently and effectively.
- Understands the importance of time management for themselves and in particular how this translates to organising their assigned caseload.
- Demonstrates the ability to arrange and schedule activities.
- Deals with unexpected scenarios with persistence and flexibility to ensure the achievement of goals.
- Maintains a disciplined and professional level of performance under sustained or

situational pressure.

Professional Development and Standards in the Service:

- To promote and deliver supports within the ethos and philosophy of Enable Ireland and within the principles of Progressing Disability Services for Children and Young People. This includes working as a member of an interdisciplinary team providing family centred services in line with agreed national and legislative policies.
- Demonstrates sufficient clinical skills in assessment, intervention and diagnostics to meet the specific needs of the relevant caseload.
- Is adequately aware of policy, legislative and professional requirements to ensure appropriate standards in their area of responsibility.
- Contribute to the ongoing development and implementation of Enable Ireland quality assurance initiatives.
- Ensure that service user's records, progress reports and staff records are kept up to date in line with agreed Children's Disability Network Team policy.
- Ensures strict compliance with health and safety standards and adheres to operational guidelines ensuring equipment is checked and working correctly in accordance with safety standards.
- Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate.
- Be familiar with the curriculum training programme for student nurses and be aware of the clinical experience required to meet the needs of the programme.
- Participate in the identification, development and delivery of induction, education, training and development programmes for nursing and non-nursing staff.

Judgement & Evaluation

- Holds an appropriate and effective set of professional values and beliefs and behaves in line with professional standards as set down by Enable Ireland and relevant professional bodies.
- Makes decisions in a well-judged and timely manner bringing all relevant information to bear.
- Uses logical analysis to break complex problems into their component parts.
- Promotes and consistently supports the demonstration and development of evidence-based service delivery.

Service Delivery & Initiative

- Has the functional and technical knowledge and skills to make a credible contribution to the service.
- Collaborates with the service user while working in partnership with the service user's parent/family/carer and all other relevant stakeholders to identify and achieve goals.
- Strives to achieve quality results at all levels of the service in line with the European Foundation for Quality Management (EFQM) as set by Enable Ireland.
- Takes initiatives to move the service forward and shows a willingness to try out new ideas under supervision that add service delivery value.
- Is committed to achieving evidence-based goals and the continuous improvement of the service.
- Shows enthusiasm and a high level of motivation in completing projects.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Building and Maintaining Working Relationships

- Forms strong positive working relationships across all areas of the service, builds on a common understanding.
- Demonstrates a supportive and reciprocating work style including strong empathy with

service users.

- Communicates effectively with parents of children attending the service to provide a children and family centred service.
- Works appropriately with all stakeholders.

Team Working

- Attend and participate in relevant meetings including Individual Family Support Planning and case conference meetings and team meetings as required.
- Works in collaboration with the other members of the interdisciplinary team in the planning and delivery of services for children, including the development and implementation of the Individual Family Support Plan.
- Participate in training and developmental opportunities as identified and agreed.
- Support and contribute to research initiatives as required.
- Understands the concept of interdisciplinary team working and complexity of working in teams.

To minimise exposure to breaches of GDPR, strict compliance is required in the course of carrying out the duties of this job and working with others. This will include, but is not limited to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR training sessions and ensuring personal responsibility for implementing safeguards and measures as directed.

Terms & Conditions:

Responsible to:	Children's Services Manager, or delegated manager.
Probation:	A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
Salary:	The current salary scale for this post is €58,245 – €69,260 pro rata per annum. <i>This pay scale is subject to increases in 2026 in accordance with the recent WRC agreement towards enhanced pay adjustments in Section 39 organisations.</i>
Annual leave:	Annual leave entitlement is 34 days pro rata per annum and proportionately less for less than 12 months service. This may increase in line with experience, as per INMO guidelines on annual leave.
Pension Scheme:	Enable Ireland operates a contributory pension scheme which all employees may join following their start date.
Medical:	The successful candidate will be required to undergo a medical assessment.
Garda Clearance/ Police Clearance:	These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons.
Sick Pay: (If applicable)	All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows: Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period. Previous service tenure on a CDNT, which was managed by Enable Ireland as Lead Agency, and/or inwards secondment to Enable Ireland, qualifies for eligibility of Enable Ireland's sick pay benefits as outlined in the Enable

Redeployment In exceptional circumstances the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.