

## PERSON SPECIFICATION

| Post: CNM II Date Updated: July 2026   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                        |
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|                                        | Essential Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Desirable Criteria                                                                                                                                                                                                                                                                                                                                                     |
| <b>Qualifications &amp; Experience</b> | <ul style="list-style-type: none"> <li>Statutory Registration, Professional Qualifications, Experience, etc.</li> <li>Eligible applicants will be those who on the closing date for the competition:</li> <li>Are registered in the relevant division of the Register of Nurses &amp; Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.<br/><b>And</b></li> <li>Have at least 5 years post registration experience (or an aggregate of 5 years fulltime post registration experience) of which 2 years must be in the speciality or related area<br/><b>And</b></li> <li>Have the clinical, managerial and administrative capacity to properly discharge the functions of the role<br/><b>And</b></li> <li>Candidates must demonstrate evidence of continuous professional development<br/><b>And</b></li> <li>Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative capacity to properly discharge the functions of the role.</li> <li><b>Annual registration</b></li> <li>On appointment, practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann).</li> </ul> <p><b>And</b></p> | <ul style="list-style-type: none"> <li>Post graduate diploma/ degree in management or health related field</li> <li>Minimum of 5 years recent, relevant post qualification experience.</li> <li>Minimum of 3 years working at a senior level, or in a supervisory capacity.</li> <li>Experience working with children with disabilities and their families.</li> </ul> |

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|                                                              | <ul style="list-style-type: none"> <li>• Confirm annual registration with NMBI to Enable Ireland</li> <li>• Applicants must be eligible to work in the state. <i>Please review the criteria at the following link <a href="https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits">https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits</a> and ensure you meet the requirements before submitting your application</i></li> <li>• Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                        |
| <b>Organisational &amp; Professional Knowledge</b>           | <ul style="list-style-type: none"> <li>• Knowledge of Enable Ireland Services.</li> <li>• Works within their scope of practice and takes measures to develop and maintain the competence necessary for professional practice.</li> <li>• Demonstrate evidence of continuous professional development</li> <li>• Is aware of ethical policies and procedures which pertain to their area of practice.</li> <li>• Demonstrates knowledge of an Bord Altranais 'Guidance To Nurses and Midwives on Medication Management'.</li> <li>• Demonstrates knowledge of nursing theory and practice.</li> <li>• Ability to review care procedures and make recommendations to improve.</li> <li>• Understands the legal requirements around the safe storage and administration of medications.</li> <li>• Demonstrate understanding of the social model of disability.</li> <li>• Demonstrates a child and family centred approach in the delivery of services.</li> <li>• Delivers care within a best practice/evidence-based framework.</li> <li>• Has a working knowledge of Microsoft Office packages and service-related database systems.</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge of specific conditions i.e. epilepsy, cerebral palsy, and complex orthopaedic conditions</li> </ul> |
| <b>CORE COMPETENCIES</b>                                     | The post holder will demonstrate an ability to:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                        |
| <b>Planning &amp; organising of activities and resources</b> | <ul style="list-style-type: none"> <li>• Ability to devise and manage a designated clinical caseload to include planning, assessment and intervention.</li> <li>• Ability to supervise and assign designated clinical caseloads within the nursing department.</li> <li>• Demonstrates an understanding of resources management.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>• Presentation skills.</li> </ul>                                                                               |

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|                                                               | <ul style="list-style-type: none"> <li>Ability to devise, implement and deliver training programmes.</li> <li>Experience in conducting risk assessments and care plans.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                   |
| <b>Professional development and standards in the service.</b> | <ul style="list-style-type: none"> <li>Maintains a high standard of professional behaviour and is accountable for their practice.</li> <li>Maintain accurate written and database nursing records and reports in accordance with professional guidelines.</li> <li>Promotes health, welfare and social wellbeing of service users in the service.</li> <li>Understanding of relevant legislation and professional standards to ensure compliance with best practice.</li> <li>Respects and maintains the privacy, dignity and confidentiality of the service user.</li> <li>Demonstrates clinical skills in assessment, intervention and diagnostics in relation to people with disability.</li> <li>Ability to assess, plan and implement individual personal centred care programmes in accordance with best practice.</li> <li>Maintains an awareness of professional literature and current develops in nursing.</li> </ul> | <ul style="list-style-type: none"> <li></li> </ul>                                                                                                                                                                |
| <b>Integrity &amp; Decision Making</b>                        | <ul style="list-style-type: none"> <li>Make decisions in an ethical manner, consistent with PSI guidelines.</li> <li>Maintains a high standard of professional behaviour.</li> <li>Recognise when further intervention/ referral is required.</li> <li>Demonstrates reflective practice techniques to inform and guide their practice.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>Experience in making decisions in consultation with interdisciplinary teams</li> <li>Experience in including families in decisions in a family centred approach</li> </ul> |
| <b>Building and Maintaining Working Relationships:</b>        | <ul style="list-style-type: none"> <li>Develops and promote good interpersonal relationships with service users and their family.</li> <li>Demonstrate excellent organisational and communication skills.</li> <li>Develops and maintain communication links with other staff/agencies as appropriate</li> <li>Excellent interpersonal and written communication skills.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li></li> </ul>                                                                                                                                                                |
| <b>Team working</b>                                           | <ul style="list-style-type: none"> <li>Ability to work within a multidisciplinary team.</li> <li>Demonstrates the ability to lead and direct a team.</li> <li>Ability to work collaboratively with others.</li> <li>Understands complexity of team working.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                   |

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| <b>Special Aptitudes</b> | <ul style="list-style-type: none"> <li>· Is Flexible, adaptable and open to change.</li> <li>· Demonstrates a pro-active approach to overall performance.</li> <li>· Innovative and creative.</li> <li>· Willingness to embrace service development and change.</li> <li>· Advocate for children and families</li> </ul> |  |
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