

Job Title & Grade	Clinical Nurse Manager 3, Paediatric Orthopaedic Spinal Service
Campaign Reference	101253
Closing Date	Wednesday, 5th of August 2026 at 11:45pm
Duration of Post	Permanent full time
Advertisement Type	External/Internal
Specific T&C's of post	37.5 Hours 25 - 28 days Annual Leave Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st June 2026: Grade, Code 233X, starting at Point 1 €72,146 and rising annually in increments: €81,478 LSIS.
Location of Post	Children's Health Ireland
Reporting Arrangements	The post holder will report to the Assistant Director of Nursing responsible for Spinal Service at CHI.
Key Working Relationships	The post holder will work closely with: • Clinical Nurse Specialists in Spinal across CHI sites • Advanced Nurse Practitioners • Assistant Director of Nursing responsible for CDC • Consultants in Orthopaedics • St Joseph's ward, Surgical Flat, ICUs and other ward areas where Ortho Patients are admitted • CHI Pre-assessment service • CHI Patient flow team • Operating theatre and OPD Management team • Operational team responsible for Orthopaedics/Spinal • Multidisciplinary clinical teams • Clinical Risk and Quality Teams • Patient Advocacy & Corporate services Team • The Clinical Integration Teams • Nurse Practice Development

	<i>Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, construction completion, commissioning & transitioning to steady state.</i>
Purpose of the Role	The post holder has a pivotal role in service planning, coordinating, and managing nursing activity and resources within the Orthopaedic-Spinal department in CHI. He/she applies speciality- focused knowledge and skills to manage and lead a high-quality service for orthopaedic-Spinal patients. The role encompasses key result areas including development and implementation of policies and procedures, service planning in terms of needs analysis, activities, targets, and priorities, ensuring delivery of safe quality patient care and deployment of resources to include budgeting and workforce planning. In conjunction with their ADON and the Orthopaedic-Spinal Project Manager he/she will play a key part in strategically planning for the scheduled and unscheduled care for orthopaedic spinal patients that attend CHI. Working on the further development of the model of care for paediatric orthopaedic spinal services and its implementation. He/ she forges strong links with the appropriate nursing teams on all CHI sites to ensure that nursing practice within the discipline of Orthopaedics achieves optimum benefit for the patients. The post will also have a key role in providing clinical leadership and promoting the values of the organisation and will provide efficient and effective budgetary management of services. The post holder will work as part of the senior nurse management team in the hospital and the directorate.
Principal Duties and Responsibilities	Professional Duties and Responsibilities: The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. • Deliver and promote a high standard of patient care across the service. • Maintain clinical and professional standards using evidence-based practice and structured care planning. • Comply with the <i>Nurses and Midwifery Board of Ireland (NMBI) Code of Professional Conduct</i>. • Ensure adherence to confidentiality, data protection, ethical standards, and relevant legislation. • Support health promotion initiatives relevant to service users. • Ensure all service users and staff are treated with dignity and respect. • Collaborate with the Assistant Director of Nursing (ADON) on strategic and operational matters, including service development and workforce planning. • Provide professional and clinical leadership within the spinal service, including: ○ Spinal Service Management Unit ○ CNS/CNM2 Spinal Team ○ Audit and research activities Leadership/Management

	• Lead and maintain high standards of clinical practice within the orthopaedic spinal service. • Coordinate and participate in regular meetings with nursing management, CNM2s, and CNS staff. • Manage staffing resources, including rostering, skill mix, and workload allocation. • Promote a positive work environment that supports best practice, staff retention, and effective employee relations. • Ensure compliance with health and safety, fire, and statutory regulations. • Manage and resolve complaints in line with hospital policy. • Collaborate with patient flow teams to optimise patient pathways and service efficiency. • Oversee waiting list management in partnership with CNM2s, CNSs, and administrative teams. • Foster an interdisciplinary approach to service delivery and align team performance with organisational goals. People Management • Support the recruitment, retention, and development of nursing and support staff. • Provide leadership in human resource management, ensuring compliance with hospital policies and procedures. • Ensure all new staff complete a structured induction and understand their roles and responsibilities. • Promote staff wellbeing, engagement, and team development initiatives. • Support continuous professional development (CPD) compliance across the service. • Work collaboratively with the ADON on workforce planning and HR matters. Communication • Maintain effective communication with patients, families, and visitors, ensuring a positive care experience. • Collaborate with Patient Advocacy and Corporate Services to support patient engagement and external communication. • Ensure staff are informed of organisational developments relevant to their roles. • Communicate effectively with multidisciplinary teams and senior management to support safe and coordinated service delivery. • Facilitate regular team meetings and ensure timely dissemination of information. • Promote a culture of openness, transparency, and shared learning. • Provide reports and updates to the ADON as required. • Support responses to external queries (e.g. media, parliamentary) in collaboration with relevant departments. Quality Management • Operate within a risk management framework aligned with HIQA Safer Better Healthcare Standards (2012). • Lead and oversee audits to evaluate nursing standards, care planning, and workforce effectiveness. • Monitor, analyse, and report on Key Performance Indicators (KPIs) related to the
--	--

	orthopaedic spinal service. • Maintain and proactively manage risk registers within the service. • Drive continuous quality improvement initiatives aligned with organisational priorities. • Lead and support quality assurance and clinical effectiveness initiatives. • Collaborate with stakeholders to develop and implement policies, procedures, and clinical guidelines. • Contribute to strategic planning and continuous service improvement. • Identify and implement opportunities to enhance patient outcomes and care quality. • Contribute to monthly external reports i.e. HSE, Department of health Budgetary Management • Support the ADON in budget planning and financial management. • Allocate resources effectively to maintain safe staffing levels and optimal skill mix. • Contribute to business planning, service plans, and annual budget estimates. • Monitor expenditure and ensure adherence to agreed budgets. Educational and Professional Development • Support the development of structured education pathways for nursing staff. • Facilitate professional development through supervision, mentoring, and Personal and Professional Development Plans (PPDPs). • Promote specialist development, including CNS registration where applicable. • Engage in continuing education, research, and service development initiatives. • Participate in conferences, training, and relevant professional activities. • Maintain personal professional development and participate in regular performance review with the ADON. • Ensure compliance with mandatory training requirements (e.g. fire safety, manual handling, and infection prevention). • Promote adherence to Scope of Practice and NMBI standards. <i>The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.</i>
Eligibility criteria, qualifications and experience	Essential Criteria: • Be registered on the Children's or General Division on the live register of nurses & midwives maintained by the Nursing and Midwifery Board of Ireland (NMBI). • Have 5 years post registration experience in acute orthopaedic services, which must include care of the spinal patient. • A minimum of 2 years senior management experience (at CNM2 grade or higher). • Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, professional and administrative capacity to properly discharge the functions of the role.

	Desirable Criteria: • MSc in Leadership / Management/Quality or a commitment to undertake a MSc • A post graduate qualification in Orthopaedic Nursing or relevant qualification at Higher Diploma/Degree or above
Competition Specific Selection Process How to Apply & Informal Enquiries	Applications for this post <u>must be accompanied by a cover letter</u>, setting out relevant experience that illustrates how the essential criteria listed above is met. The criterion for short listing is based on the requirements of the post, as outlined in the eligibility criteria. * Please note that you must submit a cover letter with your CV, this forms part of your application and CV's will not be accepted without a detailed cover letter. The closing date for submissions of CV's and cover letter is Wednesday, 5th of August 2026 by 11:45pm. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'. Applications will not be accepted through direct email or any other method. For informal enquiries for this specialty/department, please contact Warren O'Brien ADON Warren.O'Brien@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – Evgeniya.Byvakina@childrenshealthireland.ie PLEASE NOTE: CHI has transitioned to a process of a one commencement day per month for all new employees, CHI internal transfers and Secondments. This update to our Onboarding process is aligned to changes in our monthly/fortnightly payroll and with the launch of our new corporate induction program. This process enhancement ensures that we can thoroughly prepare for your arrival and facilitate a smooth transition in your onboarding journey. It is important for you to note that if you do not have your pre-employments and mandatory training completed in time, your commencement date will be deferred to the next available date. Below, you'll find the list of commencement dates for 2026 for your information. • 7th September • 5th October • 2nd November • 7th December

Information on “Non-European Economic Area Applicants” is available from <https://dbei.gov.ie/en/>

Children’s Health Ireland is legally required to verify that all staff **have the right to work in Ireland before they begin employment**, regardless of nationality or immigration status. This right-to-work check is also necessary when an individual re-joins CHI or when their immigration permission or employment permit is due to expire.

Permit holders can change their permit employer to CHI after a period of nine months has passed since commencing their first employment permit in the State. The change of employer applies to the [General Employment Permit \(GEP\)](#) and to the [Critical Skills Employment Permit \(CSEP\)](#). The change is required to be completed as part of pre-employment clearance.

All Permits and Change of Employer applications are processed on the [Employment Permits Online](#).

Some recruitment campaigns may be open to candidates who are not citizens of the EEA, Switzerland, or United Kingdom. You can consult the [Critical Skills Occupational List](#) see if your profession is currently eligible under this route.

The programme outlined for Children’s Health Ireland may impact on this role and as structures change the job description may be reviewed.

Children’s Health Ireland is an equal opportunities employer.