

Person Specification

Post: Clinical Nurse Manager 2 /Person In Charge		Date Updated: May 2026
	Essential Criteria	Desirable Criteria
Qualifications and Experience	Eligible applicants will be those who on the closing date for the competition: - Must be registered with Nursing and Midwifery Board of Ireland (NMBI) as a Registered Nurse AND - Are registered in a division by the register of Nurses in which the application is being made OR - In exceptional circumstances, which will be assessed on a case-by-case basis registered in another Division of the register of Nurses AND - A recognised validated University Degree or an equivalent qualification in Nursing AND - Have a minimum of 5 years post qualification full-time experience AND - Have a recognised management qualification AND - Have a minimum of 3 years working at a senior level, or in a supervisory capacity - Have a minimum of 3 years' experience working with Children/Adults with disabilities, (physical disability, sensory disability, autism, intellectual disability) and their families AND - Be eligible to work in the State Annual Registration On appointment, practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses maintained by the Nursing and Midwifery Board of Ireland (NMBI) for the role.	- Experience working in a Person in Charge (PIC) role or similar leadership position within disability services. - Demonstrate the ability to provide staff supervision training and development - Advanced knowledge and experience of HIQA regulatory frameworks, inspections, and compliance processes. - Demonstrate evidence of continuing professional development - Proven ability to manage change and lead teams through organisational developments.

Organisational and Professional Knowledge	• Knowledge and awareness of Enable Ireland Services. • Works within their scope of practice and takes measures to develop and maintain the competence necessary for professional practice. • Demonstrate evidence of continuous professional development • Is aware of policies and procedures and ethics which pertain to their area of practice. • Demonstrates knowledge of NMBI 'Guidance to Nurses and Midwives on Medication Management'. • Demonstrates knowledge of nursing theory and practice. • Understands the legal requirements around the safe storage and administration of medications. • Ability to supervise and administer medications, in line with policy. • Demonstrate understanding of the social model of disability. • Demonstrates a Person-Centered approach in the delivery of services. • Delivers care within a best practice/evidence-based framework. • Knowledge of specific conditions i.e. epilepsy, cerebral palsy, and complex orthopedic conditions, care of the older adult. • Has a working knowledge of Microsoft Office packages and service-related database systems	• Ability to review care procedures and make recommendations to improve care delivery and make audit results available.
Core Competencies A. Planning and Organising of Activities and Resources	• Ability to devise and manage a designated clinical caseload to include planning, assessment and intervention • Ability to supervise and assign designated clinical caseloads within the nursing team. • Demonstrates an understanding of resource management. • Ability to devise and deliver training programmes and manage a training matrix. • Experience in conducting risk assessments and developing associated care plans. • Experience in maintaining an active Risk Register. • Ability to devise and manage a designated clinical caseload to include planning, assessment and intervention. • Ability to supervise and assign designated clinical caseloads within the nursing team. • Demonstrates an understanding of resource management.	• Presentation Skills • Experience in rota planning and workforce management systems • Familiarity with digital systems for scheduling, reporting, and resource management

B. Professional Development & Standards in Service	• Demonstrate capability to promote professional relations and teamwork • Manage a respite caseload in line with HSE. • Maintain accurate written nursing records, reports and databases in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of service owners in the service. • Understanding of relevant legislation and professional standards to ensure compliance with best practice. • Respects and maintains the privacy, dignity and confidentiality of the service user. • Demonstrates clinical skills in assessment, intervention and diagnostics in relation to people with disability. • Ability to assess, plan and implement individual personal centred care programmes in accordance with best practice. • Maintains an awareness of professional literature and current developments in nursing. • Keeping all personal plans and all HIQA documents inspection ready. • Knowledge of the role and responsibilities of the Designated Officer in relation to the reporting of concerns of abuse.	• Experience in making decisions in consultation with interdisciplinary teams. • Experience in including service owners and their families in decisions in a person-centred approach
C. Integrity and Decision Making	• Maintains a high standard of professional behaviour and is accountable for their practice. • Recognise when further intervention/referral is required. • Demonstrates reflective practice techniques to inform and guide their practice. • Demonstrate resilience and composure • Follow up on any clinical decisions following the nursing process. • Develops and promotes good interpersonal relationships with residents and their family and nominated people. • Demonstrate excellent organisational and communication skills.	
d. Building and Maintaining Working Relationships	• Ability to develop and maintain effective communication links with staff and external agencies • Excellent interpersonal and written communication skills • Experience working effectively within a multidisciplinary team • Demonstrated ability to lead, direct, and motivate a team • Ability to work collaboratively and build positive working relationships • Understanding of the complexity of team dynamics and service delivery • Experience in supervising and supporting staff in a clinical environment • Ability to provide clinical supervision to nursing staff	

E. Team Working	• Demonstrates the ability to work effectively as part of a multidisciplinary team • Builds and maintains positive and professional working relationships with colleagues and external agencies • Supports a collaborative team environment that promotes shared responsibility and accountability • Demonstrates strong interpersonal and communication skills within a team setting • Ability to support, guide, and supervise staff to achieve team objectives • Shows understanding of team dynamics and the ability to manage conflict constructively • Contributes positively to team development and service improvement initiatives	
F. Proactive Approach Adaptability/ Flexibility	• Demonstrates flexibility, adaptability, and openness to change within a dynamic service environment • Takes a proactive approach to improving performance and service delivery • Demonstrates innovation and creativity in problem-solving and service development • Shows a willingness to embrace change and contribute to ongoing service improvement initiatives in line with Enable Ireland management goals • Ability to support and deliver services across a wide geographical area as required	
G. Health & Safety	• Knowledge of fire safety practices, safe transport procedures, and risk management principles • Awareness of food safety standards and regulatory requirements • Experience in managing maintenance schedules for equipment and premises, including fire and water safety testing • Ability to ensure and maintain a safe environment for service users, staff, and visitors, both within and outside the premises	
Special Aptitudes	• Full manual drivers' license which permits driving in Republic of Ireland: with access to own transport • Willingness to drive company vehicle.	