



PERSON SPECIFICATION

Post: Clinical Nurse Manager 1 Date Updated: June 2026		
	Essential Criteria	Desirable Criteria
Qualifications and Experience	- A recognised validated University Degree or an equivalent qualification in Nursing. - Are registered in the relevant division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI]. And - Have at least 3 years post registration fulltime experience (or an aggregate of 3 years post registration full time experience) of which 1 year post registration full time experience (or an aggregate of 1 years post registration full time experience) must be in working with children with disabilities, (physical disability, autism, learning disability) and their families. And - Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. And - Candidates must demonstrate evidence of	Management course commenced or completed

	Continuing Professional Development. • 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. • Be eligible to work in the state. • Hold full clean drivers licence and willingness to drive service vehicles.	
Organisational and Professional Knowledge	• 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 ethical policies and procedures which pertain to their area of practice. • Understands the legal requirements around the safe storage and administration of medications. • Ability to supervise and administer medications, in line with policy. • Demonstrates knowledge of nursing theory and practice. • Demonstrate understanding of the social model of disability. • Delivers care within a best practice/evidence based framework.	• Knowledge of Enable Ireland and the services provided. • Good knowledge of the disability sector.

	• Knowledge of specific conditions i.e. epilepsy, cerebral palsy, and complex orthopaedic conditions. • Has a working knowledge of Microsoft Office packages and service related database systems.	
Core Competencies: Planning & Organising of Activities and Resources	• Experience of resource management. • Experience of Individual case management, care planning, monitoring and evaluation. • Ability to supervise and assign designated clinical cases within the Team. • Ability to devise, implement and deliver training programmes. • Experience in conducting risk assessments and care plans.	

Professional Development & Standards in Service	• Demonstrate capability to promote professional relations and team work. • Maintains a high standard of professional behaviour and is accountable for their practice. • Maintain accurate written and database nursing records and reports in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of service users 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 Family Service Plans in accordance with the PDS model. • Maintains an awareness of professional literature and current develops in nursing. • Maintains a high standard of professional behaviour.	
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Integrity & Decision Making	• Recognise when further intervention/referral is required. • Demonstrates reflective practice techniques to inform and guide their practice. • Demonstrate resilience and composure. • Develops and promotes good interpersonal relationships with service users and their family.	• Experience in making decisions in consultation with interdisciplinary teams. • Experience in including families in decisions in a family centred approach.
Building & Maintaining Working Relationships	• Demonstrate excellent organisational and communication skills. • Develops and maintains communication links with other staff/agencies as appropriate. • Excellent interpersonal and written communication skills.	
Team Working	• Ability to work within an Interdisciplinary team. • Ability to work collaboratively with others. • Understands complexity of team working.	
Proactive Approach Adaptability/ Flexibility	• Demonstrates flexibility, adaptability and openness to change. • Demonstrates a pro-active approach to overall performance. • Demonstrates the ability to be Innovative and creative. • Willingness to embrace service development and change.	

