

PERSON SPECIFICATION

Post: Clinical Nurse Manager II Date Updated: August 2026		
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	• A recognised validated University Degree or an equivalent qualification in Intellectual Disability/ General or Children's Nursing. • Are registered in the relevant division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnaimhseachais na hEireann) or entitled to be so registered. • Have at least 5 years post registration experience (or an aggregate of 5 years full-time post registration experience) of which 2 years must be in the area of children's disability. • Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. • Demonstrated evidence of continuous professional development. • Be eligible to work in the State. <u>Annual Registration</u> • On appointment, practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the	• Experience working with children with disabilities and their families. • Experience of interdisciplinary team working. • Good knowledge of child protection and child development. • Experience of working in a community based setting.

	Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnaimhseachais na hÉireann). Practitioners must confirm annual registration with NMBI to Enable Ireland.	
B. Organisational and Professional Knowledge:	- Demonstrates an understanding and knowledge of clinical support and supervision. - Demonstrates a knowledge of outcome focused interventions. - Evidence of commitment to continuous professional development in Nursing. - Demonstrate a high level of clinical knowledge and evidence-based practice to carry out the duties and responsibilities of the role of CNMII. - Demonstrates a clear understanding of the Social Model of Disability and a person-centred approach in the delivery of services to people with disabilities. - Demonstrate an ability to apply knowledge to evidence-based practice.	- Demonstrates an understanding and knowledge of Enable Ireland services. - Demonstrates a knowledge of the disability sector and related areas. - Has experience and/or training in the clinical supervision of staff. - Broad knowledge of the Progressing Disability Services for children and young people programme.
CORE COMPETENCIES	<i>The post holder will demonstrate an ability to:</i>	
C. Planning and Organising of Activities and Resources:	- Provide the necessary supervision, coordination and deployment of nursing and support staff to ensure the optimum delivery of care in the designated area(s). - Plan and deliver care in an effective and resourceful manner. - Maintain all necessary clinical and administrative records and reporting arrangements. - Ability to devise and manage a designated clinical caseload	- Formulate, implement and evaluate service plans and budgets in cooperation with the wider healthcare team. - Contribute to the formulation, development and implementation of policies and procedures. - Engage in IT developments as they apply to service users and service administration.

	to include planning, assessment and intervention. • Ability to supervise and assign designated clinical caseloads within the nursing department. • Demonstrates an understanding of resource management. • Ability to devise, implement and deliver training programmes. • Experience in conducting risk assessments and care plans.	• Experience in conducting Assessment of Need assessments.
D. Professional Development and Standards in Services:	• 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. • Understanding of relevant legislation and professional standards to ensure compliance with best practice. • Respects and maintains the privacy, dignity and confidentiality of service users. • Demonstrates clinical skills in assessment, intervention and diagnostics in relation to people with disabilities. • Ability to assess, plan and implement individual person-centred care programmes in accordance with best practice. • Maintains an awareness of professional literature and current developments in nursing. • Take responsibility for the achievement of service delivery targets, record decision making effectively.	
E. Integrity and Decision Making:	• Maintains a high standard of professional behaviour.	• Experience in making decisions in consultation

	• Recognise when further intervention/referral is required. • Demonstrates reflective practice techniques to inform and guide their practice. • Lead on practice development within the clinical area.	with interdisciplinary teams. • Experience in including families in decisions in a family centred approach.
F. Building and Maintaining Working Relationships:	• Develops and promotes good interpersonal relationships with service users and their families. • Demonstrate excellent verbal and written communication and interpersonal skills. • Manage and promote liaisons with internal/external bodies as appropriate e.g. intrahospital service and the community. • Promote a culture that values diversity and respect in the workplace.	
G. Team Working:	• Show evidence of team working as part of an interdisciplinary team mentor and act as a role model for basic grade therapists and placement students. • Demonstrates the ability to lead and direct a team. • Manage and develop self and others in a busy working environment. • Ability to work collaboratively with others.	
H. Leadership:	• Provide staff leadership and motivation which is conducive to good working relations and work performance. • Build credibility and portray the profession in a positive light by being professional and demonstrate initiative to achieve results and improve the service. • Make informed decisions based on best available information, while taking into account the context and	

	situation within which the decision is being made. • Experience of managing change successfully.	
I. Special Aptitudes and Circumstances:	• Demonstrates flexibility, adaptability and openness to change. • Demonstrates a pro-active approach to overall performance. • Innovative and creative. • Willingness to embrace service development and change. • Ability to deliver services across a wide geographical area.	