

Job Title & Grade	Clinical Nurse Manager 2 – Operating Theatre
Campaign Reference #	102424
Closing Date	Tuesday the 1 st of September 2026 at 23:45pm
Duration of Post	Permanent <i>Several permanent contracts</i>
Advertisement Type	Internal/External
Specific T&C's of post	37.5 hour working week/ shift work may be required/ 5 over 5 Annual Leave: 25 - 28 days per annum Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1 st June 2026: Grade, Code 2119, starting at Point 1 €62,699 and rising annually in increments: €79,227 LSIS.
Location of post	CHI Temple Street until New Children's Hospital opens
Reporting Arrangements	This post will report to the CNM3/Assistant Director of Nursing.
Key Working Relationships	The post holder will work closely with: • Clinical Nurse Manager 2 colleagues and CNM3 • Divisional Nurse Manger • Nursing Administration • Clinical Bed manager • Clinical Placement Coordinator • Surgical/Medical Colleagues • Allied Healthcare Professionals • HSSD department <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 purpose of this post is to manage elective and trauma operating lists efficiently and effectively which is pivotal to the management of nursing services and resources within the Theatre Department. The role will proactively manage the theatre schedule daily, to achieve maximum and optimum quality and safety outcomes for patients and their families. He/she will demonstrate professional and clinical leadership and continuously strive to deliver standards for Better Safer Healthcare care within the theatre department. <i>The successful candidate may be required to work across CHI sites and services in line with organisational requirements and the development of the new children's hospital and associated services.</i>
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. • Exercise professional accountability as guided by the Nursing and Midwifery Board of Ireland for his / her own professional practice, maintaining and improving professional knowledge, competence and scope of professional practise. • Adhere to and ensure all nursing staff implement NMBI Professional Frameworks for Nursing practise • Maintain strict confidentiality in regard to all aspects of the role • Establish clear, positive and credible leadership both professional managerial and educational for nursing staff in the Theatre department • Promote healthy morale based on professional behaviour, sound organisation, good inter-personal relationships and communication • Maintain professional discipline • Foster a supportive working environment and promote healthy morale based on professional behaviour, sound organisation, good inter-personal relationships and communication in all aspects of the role • Demonstrate both clinical and professional leadership, enabling multidisciplinary team culture of continuous staff learning and quality clinical practice development. • Maintain clear and effective dissemination of information between all members of the multidisciplinary. • Create an environment that enables nursing staff to work to their full potential as accountable professionals who can rationalise patient care • Demonstrate creativity, energy and inspiration to motivate other members of Nursing Staff in Theatre MANAGEMENT

	• Responsible for the day-to-day management of the theatre to achieve on time start of operating lists, efficient turnover of patients, on time completion of lists and maximisation of theatre access. • Management of the theatre nursing team and their performance on a 24-hour basis, ensuring a safe clinical environment is maintained • Report to the CNM3/ADON as appropriate. • Roster staff for maximum utilisation of resources to ensure safe provision and effective service delivery • Flexible consistent and safe with regard to decision-making. • Work clinically in theatre as part of the nursing staff shortage escalation plan and as designated by the CNM 3 or Divisional Nurse Manager • Deputise for the CNM 3 in his/her absence. • Responsible to ensure the theatre management system (TMS) is accurately completed and updated daily. • Work in partnership with Clinical Nurse Manager colleagues to monitor and evaluate the progress and performance of Nursing Staff, act appropriately to address limitations in competence and failure to progress and report at the earliest opportunity to the Theatre and Divisional Nurse Managers. • Participate in the process of retention and recruitment of registered Nurses and Health Care Assistants for the operating department. • Participate in the orientation of new staff to the hospital and department • Participate in hospital process for staff appraisal and development • Manage and allocated study leave of all Nurses and Health Care assistants equitably and appropriately. • Proactively manage annual leave and absence of Nurses and Health Care Assistants in accordance with hospital policy and guidelines • Resolve local issues / conflicts, keeping managers informed and maintain positive team dynamics within the units at all times. • Attend managerial and clinical meetings as required • Supervise ancillary staff within the theatre suite. • Manage risk through reporting, investigation and follow up of incidents developing action plans to prevent reoccurrence. Attend and support Risky Huddle, • Ensure all adverse incidents reports are fully investigated and followed through to completion • Ensure all hospital policies and procedures are implemented and available for staff. • Contribute to the strategic planning of critical care services within the department. • Work in collaboration with the multidisciplinary team in assessing and implementing changes, to promote effective delivery of quality care and improved patient outcome. • Ensures that all Nurses and Health Care Assistants are familiar with and knowledgeable regarding the correct procedure to follow in the case of Fire, Loss of Power, Cardiac Arrest and a Major Incident • Responsible for cost effective resource management of staff, materials equipment and medications.
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	• Manage and maintain equipment for the department, ensure it is available and fit for service • Lead and collaborate with Clinical Procurement regarding trial and evaluation of new equipment and stock. • Collaborate with department management to ensure safe and adequate skill-mix within resource available • Work collaboratively with department management to facilitate the rotation of staff between clinical areas to enhance and develop skills and meet service requirements. • For the purpose of succession planning, develop managerial competencies within the nursing team. • Participate in implementing professional development planning and performance management. • Proactively lead on education, training, and assessment of learners and new staff. • Take responsibility for competency achievement of nurses within the clinical environment. • Safe management of borrowed Reusable Invasive Medical Devices and associated implants in line with hospital protocol, national HSE policy and standards. • Ensure NMBI Frameworks are implemented consistently • Manage complaints in collaboration with department and hospital management to support responses from patient experience. • Effective an efficient management of human resources and equipment • Lead on policy development and implementation to ensure safe and effective nursing standards are set in clinical practise. CLINICAL • Provide quality professional and clinical leadership built on evidence-based practice to ensure the department strives to achieve quality standards for Better Safer Healthcare • Act as resource person on clinical issue • Implement current hospital and theatre policies, and actively ensure that staff are aware and comply with statutory obligation, safety procedures and hospital policies • Work with Clinical Nurse Managers to create an environment that enables nursing staff to work on their full potential as accountable professionals, who can rationalise their practise to colleagues, the multidisciplinary team, patients and family members. • Work with Clinical Nurse Managers to create an environment that enhances continuous life-long professional and personal development for all nursing staff. • Promote person centred care, maintaining a safe, friendly and welcoming environment for children, families, visitors and staff. • Work with the Peri-operative Nursing and Management Team in the revision, updating and development of Perioperative Nursing Documentation and Standard Operating Policies
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	• Facilitate and evaluate change in the Theatre Department using best practice in change management • Contribute to the strategic planning of critical care services within the department / hospital • Maintain and ensure accurate documentation and communicate information on nursing activity and related matters to senior nurse management. • Accountable to manage drugs safely, efficiently and economically, ensure they are safely secured and checked in accordance with hospital policy. • To maintain safe custody of controlled drugs under the Misuse of Drugs Act Ireland 2015 and in accordance with hospital policy and NMBI guidelines • Investigate any irregularities regarding medications and controlled drugs and report to CNM3, pharmacy and submit and adverse incident medications report. • Create a safe work environment for patients, staff and visitors by identifying, reporting, and correcting any hazards or faulty equipment to the appropriate personnel. • Facilitate a healthy work environment for staff by an awareness of each individual's physical and mental health. Refer staff to the appropriate agencies, ensuring confidentiality of personal information (i.e. occupational health, emergency department, and or employee assistance programme). EDUCATION • Facilitate the induction, education and continuing professional development of graduate and undergraduate nursing staff. • Co-ordinate the orientation of new staff members to the department. • Work in partnership with Clinical Nurse Manager and facilitators Colleagues with regard to organisation and facilitation of Post Graduate Programme in Perioperative Nursing, Foundation programme in Perioperative Nursing and Adaptation of over Seas Nurses • Advise encourage and facilitate nursing staff to achieve optimal clinical skills to participate in educational opportunities, which will enhance practice, personal and professional development. • Participate, support and supervise the expanding role of the nurse in relation to developments in nursing, surgery and technology to meet patient's need and staff development • Facilitate feedback from conferences/seminars/meetings. • Maintain clinical, educational and professional knowledge up to date with regard to principles of safe practice in the perioperative environment. • Attend relevant study days/courses as nominated. RESEARCH AND AUDIT • Ensure nursing practice in the operating department is evidence based. • Ensure research findings are disseminated and utilised in the delivery of patient care.
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	• Work collaboratively with hospital management and the multidisciplinary to deliver standards for Better Safer Healthcare Care within the theatre department • Develop and participate in quality improvement programmes aimed at the development and monitoring of nursing standards, the formulation and evaluation of guidelines, policies and procedures to enhance a quality service in the unit. • Facilitate audit in clinical practice in collaboration with Nurse Practice • Actively implement and manage clinical audits to ensure perioperative nursing practise meets standards set. • Development including formulation of quality improvement plans to improve standards • Encourage Theatre staff to participate in continuing education, research activities and submission of projects for publication • Report audit finding to up line and department management. <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 them from time to time and to contribute to the development of the post while in office.</i>		
Specific Requirements / Exposures for this post:	Includes (tick all that apply): ☐ Driving ☐ Working at height ☒ Regular VDU work ☐ Night working ☐ Food handling ☐ Working with Ionising radiation ☐ Other (please specify): ☐ None Applicable:	Exposure to (tick all that apply): ☐ Noise (>80dBA) ☐ Cytotoxic drugs ☐ Respiratory sensitisers ☐ Vibrating equipment ☐ Other (please specify): ☒ None Applicable:	Consists of (tick all that apply): ☒ Contact with patients ☒ Patient moving and handling ☒ Inanimate moving and handling ☒ Exposure Prone Procedures (EPP) ☐ Work in Haemodialysis ☒ Work in confined spaces ☐ Other (please specify): ☐ None Applicable:
Eligibility criteria, qualifications and experience	<u>Essential Criteria:</u> • RCN or RGN with a minimum of 5 years Perioperative Nursing experience. • Registered with the Nursing and Midwifery Board of Ireland. • Post Graduate qualification in Peri-operative Nursing (not foundation level). <u>Desirable Criteria:</u> • Management Qualification. • Teaching and assessing qualification and experience.		

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 are 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 CVs and cover letter is Tuesday the 1st of September 2026 at 23:45pm. 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; Catherine O Regan: catherine.oregan@childrenshealthireland.ie 018784634/0872650255. 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 and Secondments. This update to our Onboarding process is aligned to changes in our monthly/fortnightly payroll and with the 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 your information. • 5th October 2026 • 2nd November 2026 • 7th December 2026 • 4th January 2027
	Information on “Non-European Economic Area Applicants” is available from https://dbe.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.

Does the post above identified for filling come within the definition of an Exposure Prone Procedure (EPP) Post? (Tick below as appropriate)	
YES ☐	NO ☐
Exposure Prone Procedure (EPP) Post Assessment of Post in line with the 'Integrated Guidance on Health Clearance of Healthcare Workers and the Management of Healthcare Workers Living with Bloodborne Viruses (Hepatitis B, Hepatitis C and HIV, 2025)'	
Exposure Prone Procedures (EPPs) are defined in the national guidance as: 'invasive procedures where there is potential for direct contact between the skin, usually finger or thumb of the healthcare worker and sharp objects or surgical instruments – such as needles, sharp body parts (for example fractured bones) spicules of bone or teeth – in body cavities or in poorly visualised or confined body sites, including the mouth of the patient'. All staff hired, transferred or promoted into an EPP post will be required to provide evidence via Occupational Health service of their freedom from infection in line with this national guidance. No appointment will be made in the absence of such evidence. EPP workers with previous EPP clearance prior to November 2025, may require further clearance in line with this updated guidance, so should submit details of previous clearance in line with section 9 of this form. The guidance is available here https://www.hpsc.ie/a-z/bloodbornevirus/ Detailed information on those categories of staff and procedures coming under the scope of the EPP definition is available from the Area Recruitment Unit. If there is any doubt about whether the post you have identified above comes within the definition of an EPP post, expert advice should be sought from the Occupational Health Service.	