

Job Title & Grade	Clinical Nurse Specialist (CNM2 grade) in Respiratory (Ventilation)
Campaign Reference #	102464
Closing Date	Tuesday the 1 st of September 2026 at 23:45pm
Duration of Post	Permanent Contract
Advertisement Type	External/Internal
Specific T&C's of post	0.5 WTE/18.75 standard working week/shift work required; 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 2119, starting at Point 1 €62,699 and rising annually in increments: €79,227 LSIS.
Location of post	The post can be based at CHI at Temple Street
Reporting Arrangements	• Operational Responsibility -This post will report to Assistant Director of Nursing for the specialist area • Professional Responsibility-This post is professionally responsible to the Director of Nursing • Clinical Responsibility-This post will report to the senior clinical decision maker for the specialist area.
Key Working Relationships	The post holder will work closely with: • Nursing, medical and administration colleagues in the NIV service within CHI • Interagency teams within the service including Children and families attending the service for NIV • Other services within CHI (e.g Respiratory MDT, Phlebotomy Team, General Paediatrics, Inclusion Health) • Other professionals who may refer children and young people to the service <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	Deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008. Caseload e.g. Children - under 16 years of age. The CNS will focus initially on the following patient groups: children with respiratory conditions requiring NIV, whilst working as part of the multidisciplinary team. To work in conjunction with the Respiratory team in order

	to ensure the provision of quality care. They will provide effective nursing leadership, expertise, advice and support in the management of this patient group. Key roles of the Respiratory (NIV) CNS: • To be a Clinical Expert within the speciality. • To ensure the provision of excellent, evidence-based nursing care for the patient and their families. • Ensure that discharge planning is commenced at the point of admission, liaising with the multidisciplinary team, other departments, hospitals, homecare teams and community services. • Assess the educational needs of families about their conditions to include medications and treatment. • Provides staff education • Maintain and update individual patient protocols in conjunction with the appropriate consultant. • Plan and assess patient care together with the medical and nursing team. • Assisting with organising of NIV clinics.
Principal Duties and Responsibilities	The post holder's practice is based on the five core concepts of the CNS role as defined by the NCNM 4th edition (2008) in order to fulfil the role. The concepts are: • Clinical Focus • Patient/Client Advocate • Education and Training • Audit and Research • Consultant Clinical Focus Clinical Focus The CNS will have a strong patient focus whereby the specialty defines itself as nursing and subscribes to the overall purpose, functions and ethical standards of nursing. The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the patient, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care. Direct Care the CNSp will: • Provide a specialist nursing service for patients with a diagnosis of respiratory conditions who require NIV support and treatment through the continuum of care • Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence-based practice in NIV care • Use the outcomes of patient assessment to develop and implement plans of care/case management in conjunction with the multi-disciplinary team (MDT) and the patient, family and/or carer as appropriate. • Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family and/or carer as appropriate.

- Make alterations in the management of patient's condition in collaboration with the MDT and the patient in line with agreed pathways and policies, procedures, protocols and guidelines (PPPG's).
- Accept appropriate referrals from MDT colleagues
- Co-ordinate investigations, treatment therapies and patient follow-up
- Communicate with patients, family and /or carer as appropriate, to assess patient's needs and provide relevant support, information, education, advice and counselling as required
- Where appropriate work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the patient, family and/or carer as appropriate
- Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management
- Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide patients with appropriate self-management strategies and escalation pathways.
- Engage with MDT on the development of nurse led NIV clinics.
- Identify health promotion priorities for the patient, family and/or carer and support patient self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand and meets patients' needs

Indirect Care

- Identify and agree appropriate referral pathways for patients with respiratory conditions requiring NIV
- Participate in case review with MDT colleagues
- Use a case management approach to patients with complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to NIV care
- Take a lead role in ensuring the service for patients with respiratory conditions requiring NIV is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)

Patient/Client Advocate

- Communicate, negotiate and represent patient's family and/or carer values and decisions in relation to their condition in collaboration with MDT colleagues in both Primary and Secondary Care as appropriate
- Develop and support the concept of advocacy, particularly in relation to patient participation in decision making, thereby enabling informed choice of treatment options
- Respect and maintain the privacy, dignity and confidentiality of the patient, family and/or carer
- Establish, maintain and improve procedures for collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate

	• Proactively challenge any interaction which fails to deliver a quality service to patients Education & Training: • Maintain clinical competence in patient management within NIV nursing, keeping up-to-date with relevant research to ensure the implementation of evidence-based practice. • Provide the patient, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their respiratory conditions requiring NIV. • Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to respiratory conditions requiring NIV thus empowering them to self-manage their condition. • Provide mentorship and preceptorship for nursing colleagues as appropriate. • Participate in training programmes for nursing, MDT colleagues and key stakeholders as appropriate • Create exchange of learning opportunities within the MDT in relation to evidence-based NIV care delivery through journal clubs, conferences etc. • Develop and maintain links with the Centre for Nurse Education (CCNE) Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of educational programmes in NIV care. • Be responsible for addressing own continuing professional development needs Audit & Research: • Establish and maintain a register of patients with respiratory conditions requiring NIV within the CNS caseload. • Identify, initiate and conduct nursing and MDT audit and research projects relevant to the area of practice. • Identify, critically analyse, disseminate and integrate best evidence relating to care respiratory conditions requiring NIV into practice • Contribute to nursing research on all aspects of NIV care. • Use the outcomes of audit to improve service provision • Contribute to service planning and budgetary processes through use of audit data and specialist knowledge • Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence-based practice Audit expected outcomes including: • Collate data relevant to speciality to include, activity of services and CNS, nurse led clinics, contributions to research and QI, return visits and) which provide evidence of the effectiveness of the CNS interventions undertaken 3 or 4 –
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	- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues (Primary and Secondary Care). Consultant: - Provide leadership in clinical practice and act as a resource and role model for NIV practice. - Generate and contribute to the development of clinical standards and guidelines and support implementation - Use specialist knowledge to support and enhance nursing practice - Develop collaborative working relationships with local NIV CNS/Registered Advanced Nurse Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery. - With the support of the DoN, attend integrated care planning meetings as required - Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community. - Liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care. - Network with other CNSs in NIV and in related professional associations. <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 a registered nurse on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered; AND Be registered in the division(s) of the Childrens Nursing with the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann); OR In exceptional circumstances, which will be assessed on a case-by-case basis be registered in another Division of the register of Nurses and Midwives; AND Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full-time experience in the division of the register in which the application is being made; AND

	Have a minimum of 1 years' experience or an aggregate of 1 years' full-time experience in specialist area of respiratory conditions requiring NIV; AND Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award (equivalent to 60 ECTS or above) that is relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard (60 ECTS or above), relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Insert Name of care prior to application. AND Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD. AND Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice. 2. Annual registration Practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role. AND Confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC). 3. Health Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. 4. Character Candidates for and any person holding the office must be of good character.
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New CNS Job description July 2023

	Applications will not be accepted through direct email or any other method. For informal enquiries for this specialty/department, please contact Sarah Maidment, ADON, sarah.maidment@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 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://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.

