

Job Title & Grade	Clinical Nurse Manager 1 - Malignant Haematology
Campaign Reference #	102602
Closing Date	Thursday the 3 rd of September 2026 at 23:45pm
Duration of Post	Specified Purpose Contract
Advertisement Type	External/Internal
Specific T&C's of post	0.6 WTE/22.5 hours 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 2127, starting at Point 1 €57,780 and rising annually in increments: €68,046 LSIS.
Location of post	CHI at Crumlin
Reporting Arrangements	This post will report to the Operational Responsibility -This post will report to Assistant Director of Nursing (ADON) and the Clinical nurse manager 3 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, health and social care professionals, psychology team and administration colleagues in the malignant Haematology service across CHI • Interagency teams within the service including young people and families attending the service • Other services within CHI (e.g Phlebotomy Team,Radiology,theatre etc.) • Other professionals who may refer children and young people to the service • Multidisciplinary clinical teams • Operations Managers and teams • CHI Management Teams • Nursing and Clinical Service Management and teams • Shared care teams and community services involved in patient care • Interagency teams within the service including the Adolescent and Young Adult (AYA) Cancer team, national children's cancer service, AYA and cancer services

	at St James's, young people and families attending the service, and sites within the National AYA Cancer network <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 post holder in collaboration with the multidisciplinary team, the Nurse Specialist is responsible for the provision of safe and effective care to the patients attending the malignant Haematology services. This job Description will be reviewed and updated from time to time in line with service and job demands for this specific post. Ensure the provision of a high standard of care to the patient, client and families is consistent with the mission, vision, values and strategic plan of both organisations.
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. The appointed person is assigned to manage the nursing services within the Haematology service. The CNM1 has a pivotal role in assisting with the co-ordination and management of activity and services within the clinical area. The main responsibilities include having: • A Clinical Focus (direct care) • A Clinical Focus (indirect care) · • Patient Advocacy Focus · • Education and Training · • Audit and Research · • Professional Development • Consultancy · (National Council) The CNM1 must also ensure the provision of a high standard of care to the children, young people and their extended family is consistent with the mission, vision, values and strategic plan of the hospital. In carrying out these duties, confidentiality surrounding the child's admission and treatment must be maintained at all times.

	Clinical Focus The CNM1 will be supported to: • Develop a strong service user 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 service user, family and/or carer. • Indirect care relates to activities that influence and support the provision of direct care. Direct Care • Provide a specialist nursing service for service users with a diagnosis of malignant haematological condition and who require 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 malignant haematology & cancer care • Use the outcomes of nursing assessment to develop and implement plans of care/service user group management to contribute to the plans of service users, their families/carers and the MDT · • Monitor and evaluate the service user's response to treatment and amend the plan of care accordingly in collaboration with the MDT and service user, family and/or carer as appropriate. • Make alterations in the management of service user condition in collaboration with the MDT and the service user in line with the nursing aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG's). • Accept appropriate referrals from MDT colleagues · Co-ordinate investigations, treatment therapies and service user follow-up · • Communicate with service users, family and/or carer as appropriate, to assess service user 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 service user, 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 • Assess and reinforce the educational programme initiated in the hospital, at home. • Acting as an expert resource to colleagues, members of the multidisciplinary team in the ward, out-patients and community including GP's, PHN's, parents and other centres. • Educate and support primary health care teams within the Republic of Ireland at the time of diagnosis and throughout the course of the young person's illness.
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- Acting as a role model, demonstrating knowledge, skill and abilities at an advanced level.
- Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide service user with appropriate self-management strategies and escalation pathways
- Manage nurse led haematology clinics in collaboration with the MDT ·
- Identify health promotion priorities for the service user, family and/or carer and support service user 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 patient needs.

Indirect care

Throughout the agreed pathway, the CNM1 in haematology will be enabled to develop the specific knowledge, skills and competencies to:

- Identify and agree appropriate referral pathways for service user with malignant haematological conditions.
- Participate in patient case reviews with MDT colleagues ·
- Use a case management approach to service user 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 malignant haematology and cancer care.
- Take a lead role in ensuring the nursing service for patients with a malignant haematological condition is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)

Patient/Client Advocate

Throughout the agreed pathway, the CNM1 in malignant Haematology will be enabled to develop the specific knowledge, skills and competencies to:

- Communicate, negotiate and represent service user, family and/or carer values and decisions in relation to their condition to MDT colleagues in both Primary and Secondary Care as appropriate ·
- Develop and support the concept of advocacy, particularly in relation to service user participation in decision making, thereby enabling informed choice of treatment options ·
- Respect and maintain the privacy, dignity and confidentiality of the service user, family and/or carers ·
- Establish, maintain and improve procedures for nursing collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate ·
- Proactively challenge any interaction, nursing or otherwise, which fails to deliver a good quality service to service user.

	Education & Training Throughout the agreed pathway, the CNM1 in Specialist Practice will be enabled to develop the specific knowledge, skills and competencies to: • Develop clinical competence in management within malignant haematology nursing, keeping up-to-date with relevant research to ensure the implementation of evidence-based practice. • Provide the service user, family and/or carer with appropriate information, education and other supportive interventions to increase their knowledge, skill and confidence and autonomy in managing their Insert Name condition. • Contribute to the design, development and implementation of education programmes and resources for the service user, family and/or carer in relation to malignant haematology to enable them to manage their own condition. • 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 malignant nursing g delivery through journal clubs, conferences etc. • Develop and maintain links with Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and • In tandem with the line management structure, be responsible for addressing own continuing professional development (CPD) needs to achieve competencies required for the role · • Use agreed protected time for research, education and professional development · With the line manager, use the Professional Development Planning Framework for Nurses and Midwives to plan and self-assess competency achievement and additional CPD needs Audit & Research Throughout the agreed pathway, the CNM1 in Specialist Practice will be enabled to develop the specific knowledge, skills and competencies to: • Establish and maintain a register of patients with malignant haematology conditions within the case load.
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- Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DoN.
- Identify, initiate and conduct nursing audit and research relevant to the area of practice and take part in MDT audit and research.
- Identify, critically analyse, disseminate and integrate into practice, best evidence relating to nursing care
- Contribute to nursing research
- Use the outcomes of audit to improve nursing service provision and advocate, when appropriate, for improvement of non-nursing services
- 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 nurse led clinics, contributions to research and QI, return visits which provide evidence of the effectiveness of the interventions undertaken
- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care, National networks).

Consultant (including leadership in clinical practice)

- Provide leadership in clinical practice and act as a resource and role model for nursing colleagues
- 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 CNS/Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- 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 colleagues in cancer services and in related professional associations.

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.

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	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. • Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered. • 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. • 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. • Have a minimum of 1 years' experience or an aggregate of 1 years' full-time experience in specialist area of haematology/oncology care. • 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. • 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. 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.
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 Thursday the 3rd 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; Teresa Slevin, CNM3 Haematology/Oncology: teresa.slevin@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.	