

SOUTH INFIRMARY-VICTORIA UNIVERSITY HOSPITAL
Old Blackrock Road, Cork



Job Description for the post of:

Clinical Nurse Specialist (CNS) - Surgical Oncoprevention Service

Permanent Part-time – 24 hours per week

(Extension of working hours may be granted in the future, in line with service development)

Application Process:

Please apply with an up-to-date Curriculum Vitae for the attention of the Human Resources Manager on the following website:

<https://www.rezooom.com/company/south-infirmary-victoria-university-hospital/>

The latest date for receipt of applications is:

1.00pm, Friday 4th September 2026

Please note successful candidates will be required to submit documentary evidence of all qualifications referred to on application when requested to do so post interview.
A panel may be formed.

The South Infirmary -Victoria University Hospital is an equal opportunities employer

The South Infirmary-Victoria University Hospital

We at the South Infirmary-Victoria University Hospital are committed to providing the highest quality service to all our patients in a friendly, safe and caring environment. We endeavour to provide an effective, efficient service in a timely manner with equal access for all our patients. We aim to provide individual patient centred care to each patient and their families and promote patient participation in their care. We encourage good interpersonal relationships. We promote staff and service development through education, motivation and encouragement. We are committed to providing an effective learning environment for future health service staff.

We are a 182 bed Voluntary Teaching Hospital affiliated to University College Cork and catering for approximately 44,000 discharges and 116,500 Consultant Controlled OPD attendances in 2025. We are part of the HSE South West Region.

The Hospital is the Regional Centre for E.N.T., Ophthalmology and Dermatology Services. The Hospital also plays a very prominent role in Endocrinology and Rheumatology services in the region. Services are continually developing and expanding at the Hospital. The SIVUH provides services in Mallow General Hospital and Ballincollig Primary Care Centre.

The following medical disciplines are specialties in the Hospital:

- Dermatology- regional centre
- ENT- regional centre - emergency and elective service
- Ophthalmology surgery regional centre - emergency and elective.
- Anaesthesiology
- Endocrinology day services
- Elective Gynaecology
- General Surgery
- General internal medicine
- Elective Oral and Maxillofacial Surgery
- Elective Orthopaedic Surgery
- Trauma Orthopaedic Rehabilitation
- BRCA surgeries
- Oncology day services
- Elective Plastic Surgery
- Pain Medicine
- Radiology
- Rheumatology day services
- Sexual Assault Treatment Unit
- DDH Cork & Kerry
- MSK off site services
- Ballincollig Ophthalmology Service.

The SIVUH is primarily an elective surgical Hospital with a particular concentration on day surgery, short length of stay and day of surgery admission. There are 11 theatres in total in the complex; 4 General Theatres, 2 Orthopaedic Theatres, 1 General (ENT, Ortho & Plastics) 1 Day Surgery, 1 Theatre in the Victoria Wing, and 2 Ophthalmology Theatres. In addition, there is an Endoscopy Suite, Pain Management Procedure Rooms and a Minor Procedure Room. The SIVUH has an extensive Day Surgery service including a Peri-operative Assessment Clinic which is supported by SI-VUH Consultant Anesthetist staff. In addition, there is a Pre-Admission Assessment Unit.

Informal enquires

Can be directed to the relevant Head of Department / Line Manager

Our website is accessible on www.sivuh.ie

Details of the Post

Title / Grade:

The title and grade of the post is Clinical Nurse Specialist – Surgical Oncoprevention Service

Grade Code:

2632

Responsible to:

The post holder will be responsible to the Director of Nursing.

Reporting Relationship:

The post holder will report to the Assistant Director of Nursing

Working Relationships:

The post holder will liaise with all Nursing, Medical (including Plastics and General Surgery, Health & Social Care Professionals, Heads of Departments/Ward Managers, Clerical/Administrative staff and other hospitals /services as required.

Qualifications & Experience

A candidate must, on the latest date for receiving completed applications for the post:

- (i) Be a registered nurse on the active Register of Nurses and Midwives held by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered
- (ii) 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 8 Award or (equivalent to 60 ECTS or above) or higher relevant to the specialist area of Breast Cancer Nursing or Oncology Nursing prior to application

Or

Can provide written evidence from higher education institute that they have achieved the number of ECTS credits equivalent to a Level 8 Award (equivalent to 60 ECTS or above) or higher standard, relevant to the specialist area of Breast Cancer Nursing or Oncology Nursing prior to application *see note 1

***Note 1:** For Nurses/Midwives who express an interest in CNS roles and who currently hold a level 8 educational qualification in the specialist area, (equivalent to 60 ECTS or above), this qualification will be recognised until September 2026.

- (iii) Have a minimum of 1 year's post registration full time experience or an aggregate of 1 years' full-time experience in the general division of the register in which the application is being made
- (iv) Have a minimum of 1 years' full-time experience or an aggregate of 1 years' full-time experience in specialist area of Breast Cancer Nursing Care
- (v) Candidates must possess the requisite knowledge and ability to practice safely and effectively fulfilling their professional responsibility within their scope of practice, including a high standard of suitability and clinical leadership managerial and administration capacity for the proper discharge of the duties of the office.
- (vi) Demonstrate Evidence of continuing professional development.
- (vii) Have completed or willing to undertake the Nurse prescribing course.

Note: It is the policy of the SIVUH to require nurses and midwives to certify registration with NMBI annually, by way of the Patient Safety Assurance Certificate (PSAC)

Desirable Criteria:

- Possess I.T. Skills/Experience/Course.
- Have a Management course
- Management experience

Note:

If being processed for appointment, **original documentation** will be sought for:

- (i) All qualification requirements for the post.
- (ii) Any additional qualification(s) that you may be awarded marks for at interview.

In the event that a number of years experience is required for a post, you will be requested to:

- (i) Provide documentary evidence that you possess same.

Character

A candidate for and any person holding the office must be of good character.

Health

A candidate for and any person holding the post must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. For the purpose of satisfying the requirements as to health, the successful candidate, before being appointed, shall undergo a pre placement health assessment. This assessment will be provided by the Hospital.

Purpose of the Post

The purpose of this Clinical Nurse Specialist, Surgical Oncoprevention Service post is:

The Clinical Nurse Specialist will work with the multi-professional Breast Health team in the promotion of a patient centred approach to cancer patients and their families. In doing so, they will provide nursing expertise, education and a management consultation service to patients, their relatives and members of the multidisciplinary team in all areas of this specialty.

The post holder will also be expected to contribute to nurse-led quality initiatives, which meet national, regional and local standards in cancer, supportive and palliative care.

The post holder will ensure all high-risk patients considering and proceeding with risk reduction surgery are supported throughout their care from surveillance, to preoperative counselling, through to surgery to post-operative discharge. Additionally, it is expected that the post holder will also provide cancer care support to those high-risk gene carriers who develop cancer.

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

The concepts are:

- (i) Clinical Focus (Direct and Indirect Care)
- (ii) Service user/Service User Advocacy
- (iii) Education and Training
- (iv) Audit and Research
- (v) Consultancy (including leadership in clinical practice)

Caseload

The Clinical Nurse Specialist, Surgical Oncoprevention Service will focus on the following patient caseload. Patients over 16 identified as being at high risk of breast cancer or those who subsequently develop Breast Cancer.

Principal Duties and Responsibilities

- The person holding this post is required to support the principle that the care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree
- Maintain awareness of the primacy of the patient in relation to all hospital activities
- Local and Group Performance management systems are part of the role in which you will be required to participate in.

Main Duties & Responsibilities

(i) Clinical Focus:

The CNS will be supported to:

Develop a strong patient focus whereby the specialty defines itself as Breast Cancer nursing and subscribes to the overall purpose, functions and ethical standards of nursing / midwifery. 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

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

- Provide a specialist nursing service for service users at high risk of breast cancer or who have developed breast cancer 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 Cancer prevention care and developmentally appropriate approach and materials.
- Support those service users electing to undergo risk reduction surgery through their surgical pathway including but not exclusive to preparation for theatre, meeting the patient pre-op (in CUH or SIVUH), listing the patient for theatre, wound care, drain care and post-operative rehabilitation/follow up care including out-patient appointments.
- 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.
- Actively work with high-risk service users and families to integrate their experiences into co-creating prevention and treatment plans.
- Monitor and evaluate the service user's prevention strategy 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, prevention strategies, 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. Ensuring developmentally appropriate communication and information supports in all care delivery.
- 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.
- Manage nurse led clinics with MDT input.
- 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 patient's needs.
- If risk reduction surgery is planned, assist with a smooth timely coordination of pathway across the various clinical sites where the service users care will be coordinated (eg SIVUH, CUH, regional prevention centre), attending each site where necessary.
- Act as a liaison for at risk and cancer patients and their families between the hospital and support services thereby creating and building on an integrated model of care.
- Follow up with all benign service users opting for surveillance rather than surgery
- Lead and deliver on survivorship considerations for cancer patients
- Liaise on behalf of service users with relevant speciality areas including surgical oncology, plastic surgery, genetics, radiology, psychology and histopathology.

Indirect Care

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

- Identify and agree appropriate referral pathways for high-risk breast cancer service users.
- 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 Breast Cancer prevention.
- Take a lead role in ensuring the service for patients at high risk of Breast Cancer is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012) or the relevant National Clinical Care Programme.
- Advocate for and work to empower patients to be included in their care, ensuring appropriate communication at all times.

Patient / Service User Advocate:

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

- Communicate, negotiate and represent service user'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. Communicate in an appropriate manner and adapt to the individuals need.
- Act as a point of contact for the service user,
- Develop and support the concept of advocacy, particularly in relation to service user participation in decision-making, thereby enabling informed choice of prevention and treatment options.
- Respect and maintain the privacy, dignity and confidentiality of the service user, 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 that fails to deliver a quality service, to service users.
- Develop, nurture and maintain working relationships with national and international experts to facilitate positive change where best practice and evidence dictates
- Awareness of diverse cultural and ethnic backgrounds and work to integrate equitable access to services for those with diverse backgrounds, additional needs, religious communities and members of the LGBTQ+ community.

- Promote person and Family Centred Care and ensure the provision of a welcoming, caring and safe environment for the patient and their families
- Communicate complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events
- Work to include co-design and patient and public involvement with new initiatives to ensure that the cancer community are partners in research, design, innovation and service delivery

Education & Training:

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

- Develop clinical competence in patient management within Breast Cancer 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 and other supportive interventions to increase their knowledge, skill and confidence in managing their condition.
- Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to Breast cancer care thus empowering them to self-manage their 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 Breast cancer care delivery through journal clubs, conferences etc.
- Develop and maintain links with 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 Breast care.
- Develop educational material, information handouts for staff, and act as a resource across a range of areas including health promotion and unique issues known to be experienced by service users at high risk of Breast cancer. Use technology where better suited to patient need
- 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 CNS will be enabled to develop the specific knowledge, skills and competencies to:

- Establish and maintain a register of patients attending the high risk Breast Cancer Nursing Service.
- Maintain a record of clinically relevant data aligned to National KPI's as directed and advised by the ADON/DON/Lead Consultant/ National Programme lead.
- Identify, initiate and conduct nursing/midwifery and MDT audit and research projects relevant to the area of practice and in line with the implementation of the NCCP framework of care.
- Identify, critically analyse, disseminate and integrate best evidence relating to Breast care into practice
- Contribute to nursing research on all aspects of Breast 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.
- Develop and innovate to deliver tailored care in the most developmentally appropriate way

and create opportunities to provide care in a more appropriate manner.

- Ensure effective and efficient use of information technology for both service user care and administrative support in a manner that integrates well with systems throughout the organisation.
- Participate in the collection, interpretation and presentation of data and information on the department's activities.
- Produce statistical reports as required.
- Assures all patient evaluations are performed and results communicated to the appropriate stakeholders.
- Represent the department / team at local, national and international meetings and conferences as appropriate.

Audit expected outcomes including:

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

- Collate data for NCCP Cancer programme KPI's and implementation of the NCCP framework of care and support for cancer (2021-2026) which will provide evidence of the effectiveness of the CNS interventions undertaken -Refer to the National Council for the Professional Development of Nursing and Midwifery final report - Evaluation of Clinical Nurse and Midwife Specialist and Advanced Nurse and Midwife Practitioner roles in Ireland (SCAPE Report, 2010) and refer to the National KPIs associated with the speciality. They should have a clinical nursing/midwifery focus as well as a breakdown of activity - patients seen and treated.
- 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).
- Present findings locally, nationally and internationally where required.

Consultancy (including leadership in clinical practice:

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

- Understand leadership in clinical practice and act as a resource and role model for Breast Cancer Nursing practice.
- Work to embed patient and public involvement and co-design care agendas within cancer prevention and treatment practice at all levels.
- Contribute the expanding nursing/midwifery knowledge/expertise to the development of clinical standards and guidelines and support implementation
- Promote a culture that supports self-management for Breast cancer patients with an appropriate support and strengths-based approach.
- Use growing specialist knowledge to support and enhance generalist nursing/midwifery practice
- Develop collaborative working relationships with local and national Cancer, adult and paediatric CNS's, 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 Director of Nursing and Assistant Director of Nursing, 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.
- Understand the requirement to liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care.
- Understand the requirement to network with other CNS's and cCNS's in and in related clinical and professional areas of practice.
- Work closely with colleagues across the cancer network to ensure the role is developed in a standardised manner across the national network and promotes the integration of clinical

services

- Develop and maintain close working relationships with colleagues in all disciplines and services working across the national cancer network.

Health & Safety:

- These duties must be performed in accordance with local organisational and the HSE health and safety policies. In carrying out these duties, the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with the local policy documents and as set out in the local safety statement, which must be read and understood.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- There is a responsibility on all staff to participate in internal and external audit and review as appropriate.
- To work in a manner with due care and attention to safety of self, patients, staff and other persons in the workplace with reference to the Health, Safety & Welfare at Work Act 2005.
- To report immediately to Line Managers/nominated persons, any accidents or incidents involving patients, staff and/or members of the public in line with hospital policy
- To comply and be familiar with all hospital policies and procedures and in particular those relating to Safety, Health and Welfare, Infection Prevention and Control, Hygiene, Risk Management and Decontamination.
- The post holder is accountable, responsible and has authority for delivering a quality service and ensuring patient safety. The post holder will work within a Risk Management Framework to achieve the HIQA Safer, Better Healthcare Standards and other quality standards as appropriate.
- To attend and participate in such meetings/committees and events as may be required
- To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Quality, Risk and Safety Responsibilities:

It is the responsibility of all staff to:

- Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety.
- Participate and cooperate with local quality, risk and safety initiatives as required.
- Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health and Safety Audits and other audits specified by the HSE or other regulatory authorities.
- Initiate, support and implement quality improvement initiatives in their area, which are in keeping with local organisational quality, risk and safety requirements.
- Contribute specialist expertise to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards.
- Comply with SIVUH Complaints Policy.
- Respond immediately and appropriately to ensure the safety of any service user that you are aware has been put at risk.
- Ensure completion of incident/near miss forms and clinical risk reporting.
- Adhere to department policies in relation to the care and safety of any equipment supplied and used to carry out the responsibilities of the role of Clinical Nurse Specialist Breast Cancer care.
- Work co-operatively within a group and across Departments and services to achieve goals
- Foster a collegiate environment.
- Have the ability to understand and be tolerant of differing needs and viewpoints.

- Demonstrate an ability to lead, encourage, inspire and support others to deliver on priorities
- Possess the ability to understand how individuals, at all levels, operate and how best to use that understanding to achieve objectives in the most efficient and effective way.
- Provide information, instruction, training and supervision of staff members under your remit, if applicable, in the context of management of Health & Safety such as PPE usage, chemical safety etc.
- There is a responsibility on all staff to participate in internal and external audit and review as appropriate.
- To work in a manner with due care and attention to safety of self, patients, staff and other persons in the workplace with reference to the Safety, Health & Welfare at Work Act 2005.
- To report immediately to Line Managers/nominated persons, any accidents or incidents involving patients, staff and/or members of the public in line with hospital policy.
- To comply and be familiar with all hospital policies and procedures and in particular those relating to Safety, Health and Welfare, Infection Control, Hygiene, Risk Management and Decontamination.
- The post holder will work within a Risk Management Framework to achieve the HIQA Safer, Better Healthcare Standards and other quality standards as appropriate.

Management / Administration;

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

- Provide an efficient, effective and high-quality service, respecting the needs of each patient, family and/or carer
- Effectively manage time and caseload in order to meet changing and developing service needs
- Continually monitor the service to ensure it reflects current needs
- Implement and manage identified changes
- Ensure that confidentiality in relation to patient records is maintained
- Represent the specialist service at local, national and international fora as required
- Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of care and ensure that this service is in line with HSE requirements.
- Contribute to the service planning process as appropriate and as directed by the DoN
- Any other duties as may be assigned by the Director of Nursing, Assistant Director of Nursing, Chief Executive or other designated Officer.

Education & Training:

- Maintain clinical competence in patient management within Breast Cancer 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 condition.
- Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to breast cancer care thus empowering them to self-manage their condition.
- Provide mentorship and preceptorship for nursing colleagues as appropriate.
- Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate.
- Create exchange of learning opportunities within the MDT in relation to evidence based breast cancer care delivery through journal clubs, conferences, etc.
- Develop and maintain links with 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 an educational program in breast cancer care.
- Be responsible for addressing own continuing professional development needs.
- Ensure mandatory training is kept up to date.

COMPETENCIES:

➤ Professional Knowledge and Experience:

The CNS is expected to demonstrate the core and specific competencies deemed necessary to work within the identified scope of practice required for this role.

The CNS will:

- Practice in accordance with relevant legislation and with regard to The Scope of Nursing & Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2021)
- Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to develop and maintain the competences required for professional practice
- Adhere to the Nursing & Midwifery values of Care, Compassion and Commitment (DoH, 2016)
- Adhere to national, regional and local SIVUH PPPGs, legislation/regulation and appropriate lines of authority within the Nurse Management structure
- Demonstrate practitioner competence and professionalism as it related to CNS Breast.
- Demonstrate an awareness of current and emerging nursing strategies and policies in relation to the clinical/specialist area.
- Demonstrate the ability to relate nursing research to nursing practice.
- Demonstrate an awareness of HR policies and procedures including disciplinary procedures.
- Demonstrate an awareness of relevant legislation and policies e.g., health and safety, infection control etc.
- Demonstrate an understanding of the principles of clinical governance and risk management as they apply directly to the CNS role and the wider health service,
- Demonstrate a commitment to continuing professional development.
- Demonstrate a willingness to develop IT skills relevant to the role.

➤ . Communication and Interpersonal Skills:

Demonstrate:

- Emotionally intelligent communication skills
- Ability to build and maintain relationships particularly in the context of personal and team relationships
- Ability to present information in a clear and concise manner Ability to manage groups through the learning process
- Ability to provide constructive feedback to encourage future learning
- Demonstrates the ability to influence others effectively
- Effective presentation skills.

➤ Organisation and Management Skills:

Demonstrate:

- Evidence of effective organisational skills including awareness of appropriate resource management and the importance of value for money
- Ability to plan and organise effectively,
- Ability to attain designated nursing service targets, manage deadlines and multiple activities/tasks
- Ability to work autonomously
- A willingness to be flexible in response to changing local/organisational requirements

➤ **Building & Maintaining Relationships including Team and Leadership skills:**

Demonstrate:

- The ability to work on own initiative as well as the ability to build and maintain relationships with MDT colleagues.
- With the required support, demonstrate leadership in clinical practice
- A knowledge of change management and team management skills
- Adopts a collaborative approach to patient care by co-ordination of care/interventions and interdisciplinary team working.

➤ **Commitment to providing a quality service:**

Demonstrate:

- Awareness and respect for service user and family/carers' views in relation to their care
- A strong commitment to providing quality improvement programmes
- The ability to conduct audits
- Demonstrates integrity and ethical stance
- Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change.

➤ **Analysing and Decision making:**

Demonstrate:

- Adopts an overview of complex problems before generating solutions and anticipates implications,
- Effective analytical, problem solving and evidence-based decision making skills
- Uses a range of information sources and know how to assess relevant information to address issues

Note:

The rate and pace of change in the health service is such that the post holder will be required to update their knowledge and skills to fit the changing requirements of the service. Therefore, this job description is an outline of the current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. It will be reviewed and updated in line with future needs as required.

The post holder will be required to be flexible in this position and must be prepared to undertake any other duties as may be assigned by the Head of Department/Line Manager dependent on service needs. Such duties can be outside the area of one's normal work and may be for other associated Departments as the Hospital may require.

Particulars of the post

1. **Remuneration**

Salary Scale: €62,699 - €79,227 per annum (pro-rata).

Salary payment frequency will be monthly.

Incremental credit may be granted in respect of recognised experience. Recognisable experience refers to “previous service in a similar grade in the Civil Service, Local Authority Service, Health Service and other public service bodies or agencies, in Ireland or abroad”. New employees wishing to claim incremental credit for previous employment/s must submit a Salary Confirmation form within the first year of their employment to the Wages & Salaries Department, SI-VUH, otherwise the Hospital will not be liable for retrospective payments. New employees experiencing difficulty with a previous employer in obtaining any documentation in this regard should notify the Wages & Salaries Department as soon as possible within the first year of employment.

2. The post is **permanent, part-time** and **pensionable**.

3. **Annual Leave**

Annual leave and public holidays are granted in accordance with the provisions of the Organisation of Working Time Act, 1997 and in conjunction with Hospital policy and in compliance with national circulars governing leave. Public holidays are dealt with in accordance with the provisions of the Organisation of Working Time Act, 1997 as reflected in the Annual Leave and Public Holiday policy.

0-5 years' service: 25 days per annum

5-10 years' service: 26 days per annum

more than 10 years' service: 28 days per annum (pro-rata)

4. **Working Hours**

24 hours per week. Flexibility in consideration of service needs is required. You will be required to work the agreed roster/ on call arrangements advised to you by your line manager. Your contracted hours of work are liable to change between the hours of 8 am to 8 pm over seven days to meet the requirements for extended day services as may be introduced by the hospital.

5. **Superannuation**

This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December.

Persons in receipt of a pension from specified Superannuation Schemes (Circular 025/2025)

Former Health Service and Irish Public Sector employees must adhere to the relevant prohibition of re-employment provisions where they have previously availed of an enhanced or Incentivised Voluntary Early Retirement or redundancy from the Irish public service and should also informed themselves of the impact of returning to employment after Ill Health Retirement from any of the following pension schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non-Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Irish Public Service or Civil Service Superannuation Scheme

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

Prospective candidates must satisfy themselves as to their eligibility for employment by the Health Service Executive before applying / competing for posts for this recruitment campaign.

Pension Abatement

If you have been employed in the Irish Civil or Public Service and are entitled to, or in receipt of, a pension from the Civil or Public Service; or where a Civil/Public Service pension comes into payment during your re-employment that pension will be subject to abatement in accordance with Section 52 of the Public Service Pensions (Single Scheme and other Provisions) Act 2012.

Abatement ensures that a public service pensioner's gross public service income, i.e. the public service pension(s) which the pensioner receives combined with their remuneration in their new public service job, does not exceed the 'relevant former pensionable remuneration' (i.e. the rate of remuneration at retirement uprated to current day value) they would have received had they continued to serve in their former position.

Pension abatement will be calculated on a periodic and pro-rata basis. This means that the period over which the remuneration and pension are paid, along with the work pattern applicable in the new public service job, are accounted for in determining whether and to what extent abatement will apply. This calculation method applies to all new or renewed contracts after 21 December 2022. Pension abatement may (and will likely) apply to your public service pension should you proceed to be employed by the HSE / Tusla.

Please note: In applying for this position, you are acknowledging that you understand that the abatement provisions, where relevant, will apply. It is not envisaged that the employing Department/Office/Body will support an application for an abatement waiver in respect of appointments to this position. Further guidance on the application of Pension Abatement in the Irish Public Service is set out in Department of Public Expenditure, NDP Delivery & Reform Circular Letter 24/2022.

You will be required to complete a Section 51 Declaration Form at Pre-Employment Clearances stage (Recruitment Stage 2) prior to issue of contract. If you declare that you are in receipt of a Civil / Public Service pension or one will come into payment during the period of re-employment you will be required to complete a Pension Abatement Assessment Form.

The Pension Abatement Assessment Form will be completed at Pre-Employment Clearances stage (Recruitment Stage 2) to give you an estimate of the applicable level of pension abatement; and / or at Recruitment Stage 3 Setup in the event an estimate was not required at Stage 2 or if the details of the appointment have changed from Stage 2 to Stage 3.

Where the HSE / Tusla are both the Pension Paying Authority and the prospective employer the pension abatement assessment will be prepared by HSE National Pension Payments and the recruiter will share the estimated pension abatement calculation with you. This estimate will be based on the information provided by the Recruiter and will therefore be subject to change on confirmation of agreed terms at commencement of employment.

Where the HSE / Tusla is the prospective employer but not the Pension Paying Authority, you should engage directly with your Pension Paying Authority to establish the impact on

your pension. The Pension Abatement Assessment Form will set out the information you should provide to your Pension Paying Authority.

6. **Age**

The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.

* Public Servants not affected by this legislation:

Public servants joining the public service, or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.

Public servants, joining the public service or re-joining the public service after a 26-week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.

7. **Probation**

The appointment shall be made subject to the conditions that: the person appointed shall hold the appointment for a probationary period of 9 months which the South Infirmary-Victoria University Hospital may, in exceptional circumstances, extend by a maximum of 6 weeks. The specific reasons for the extension shall be made known in writing to the person appointed. Performance and conduct of the person appointed will be monitored on an ongoing basis within the probationary period, with written reviews every 3 months, to determine suitability for continued employment. Termination of the appointment within or at the end of the probationary period will be at the sole discretion of the South Infirmary-Victoria University Hospital. At the end of a satisfactory probationary period, the South Infirmary-Victoria University Hospital shall certify that the service has been satisfactory and confirm the appointment on a permanent basis.

8. **Notice**

When resigning, the post holder is required to give four week's notice in writing prior to resigning the post, or in default, to forfeit one month's amount of salary, to be deducted as liquidated damages from any remuneration due at the time of such resignation.

9. **Healthcare Insurance**

VHI / LAYA Healthcare Insurance details are available on the Intranet Human Resources page / HR General. Salary deduction for healthcare insurance can be facilitated for long term temporary (12 months or longer) or permanent employees only.

10. **Confidentiality**

In the course of his/her employment, the person appointed may have access to, or hear information concerning the medical or personal affairs of patients and/or staff, or other health service business. Such records and information are strictly confidential and unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody / destroyed in accordance with policy, when no longer required.

11. **Safety, Health and Welfare at Work**

The South Infirmary-Victoria University Hospital is committed to ensuring the safety, health and welfare of all employees. In line with the Safety, Health and Welfare at Work Act, 2005, a Safety Statement is provided by the Hospital and all staff must comply with Hospital safety regulations. The post holder has personal responsibility for Health and Safety in the workplace.

12. **Hospital Policies & Procedures (PPPGs)**

Details of the Hospital's policies and procedures, including the Grievance and Disciplinary Procedure will be issued to the post holder upon commencement of employment. All

hospital policies and procedures are available on the intranet (hard copy can be accessed via the hospital library) and employees are obliged to read and familiarise themselves and adhere to same at all times.

13. **Personal and Hospital Property**

Management does not accept responsibility for property lost, stolen or damaged on hospital premises, whether by fire, theft or otherwise. The right to search your person and/or property (including your motor vehicle) while on or departing from the premises is reserved by Management. Where you are found to be in unauthorised possession of articles which are the property of the hospital, the property of an employee, a patient, a visitor, a contractor or a client of the hospital, you may be liable to sanction up to and including dismissal and may also be prosecuted. A witness, i.e. union representative/colleague (whoever is available) may be present during any such search. Please note CCTV is in operation throughout the hospital.

14. **Garda Vetting**

Garda Vetting is sought for all South Infirmity-Victoria University Hospital employees, who may have significant interaction with children and/or vulnerable adults in the course of their duties, either while in the Hospital or in the community. This is done for the protection of these vulnerable groups. Garda Vetting will be sought for the successful candidate(s). Candidates must comply fully with this process. Failure to comply with this process or to provide false or misleading information will result in exclusion from the recruitment process.

This document sets out the prescribed Particulars and Qualifications of the post, the Job Description and other relevant information and is subject to review and amendment as required.

JD – CNS – Surgical Oncoprevention Service– August 2026