



Person Specification



Post: Clinical Nurse Manager 2		Date Updated: June 2026
Competency	Essential Criteria	Desirable Criteria
QUALIFICATIONS & EXPERIENCE	• A recognised validated University Degree or an equivalent qualification in Nursing. • Are registered in the relevant division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI]. • Annual Registration On appointment, practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses maintained by the Nursing and Midwifery Board of Ireland (NMBI) for the role AND Have a minimum of 5 years post qualification full-time experience AND Demonstrate evidence of continuing professional development AND Have a minimum of 3 years working at a senior level, or in a supervisory capacity • • Be eligible to work in the state. • Hold full clean drivers licence and willingness to drive service vehicles.	Having a minimum of 3 years' experience of working with Children/Young people with disabilities (physical disability, autism, learning disability) and their families
ORGANISATIONAL & PROFESSIONAL KNOWLEDGE	• Knowledge of Enable Ireland Services. • Knowledge of Progressing Disabilities for Children and Young People (PDS) model of service	

	• Works within their scope of practice and takes measures to develop and maintain the competence necessary for professional practice. • Demonstrate evidence of continuous professional development • Is aware of ethical policies and procedures which pertain to their area of practice. • Demonstrates knowledge of An Bord Altranais 'Guidance to Nurses and Midwives on Medication Management'. • Demonstrates knowledge of nursing theory and practice • Ability to review care procedures and make recommendations to improve. • Understands the legal requirements around the safe storage and administration of medications. • Ability to supervise and administer medications, in line with policy. • Demonstrate understanding of the social model of disability. • Demonstrates a Person Centred approach in the delivery of services. • Delivers care within a best practice/evidence based framework. • Knowledge of specific conditions i.e. epilepsy, cerebral palsy, and complex orthopaedic conditions. • Has a working knowledge of Microsoft Office, Excel and service related database systems	
CORE COMPETENCIES A. Planning and Organising of Activities and Resources	• Ability to devise and manage a designated clinical caseload to include planning, assessment and intervention. • Demonstrates an understanding of resources management. • Ability to devise, implement and deliver training programmes.	• Presentation Skills

	• Experience in conducting risk assessments and care plans. • Experience in maintaining an active Risk register.	
B. Professional Development & Standards in Service	• Demonstrate capability to promote professional relations and team work • Maintains a high standard of professional behaviour and is accountable for their practice. • Maintain accurate written and database nursing records and reports in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of Service owners in the service. • Understanding of relevant legislation and professional standards to ensure compliance with best practice. • Respects and maintains the privacy, dignity and confidentiality of the service user. • Demonstrates clinical skills in assessment, intervention and diagnostics in relation to people with disability. • Ability to assess, plan and implement individual personal centred care programmes in accordance with best practice. • Maintains an awareness of professional literature and current develops in nursing.	
C. Integrity and Decision Making	• Maintains a high standard of professional behaviour. • Recognise when further intervention/referral is required. • Demonstrates reflective practice techniques to inform and guide their practice. • Demonstrate resilience and composure	• Experience in making decisions in consultation with interdisciplinary teams. • Experience in including families in decisions in a family centred approach

D. Building and Maintaining Working Relationships	• Develops and promotes good interpersonal relationships with Service owners and their family. • Demonstrate excellent organisational and communication skills. • Develops and maintains communication links with other staff/agencies as appropriate. • Excellent interpersonal and written communication skills	
E. Team Working	• Ability to work within an interdisciplinary team. • Ability to work collaboratively with others. • Understands complexity of team working. • Provide clinical supervision for CNM1 if required.	
F. Proactive Approach Adaptability/Flexibility	• Demonstrates flexibility, adaptability and openness to change. • Demonstrates a pro-active approach to overall performance. • Innovative and creative. • Willingness to embrace service development and change. • Ability to deliver services across a wide geographical area.	
G. Health & Safety	• Play a central role in maintain a safe environment for service owners, staff and visitors • Assist in observing and ensuring implementation and adherence to established policies procedures including fire safety.	