

Job Title & Grade	Staff Nurse – Operating Theatre Department
Campaign Reference #	102911
Closing Date	September 20, 2026 at 11:45 PM
Duration of Post	Multiple Permanent Contracts Available
Advertisement Type	Internal & External
Specific T&C's of post	37.5 standard working week / Shift work required 24 - 27 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 2136, starting at Point 1 €38,166 and rising annually in increments: €56,592 LSIs.
Location of post	These posts can be based at CHI at Crumlin, CHI at Temple Street, CHI at Tallaght as well as NCHI upon opening.
Reporting Arrangements	This post will report to: • Operationally CNM2/CNM3 Theatre • Assistant Director of Nursing
Key Working Relationships	The post holder will work closely with: • CNM1/CNM2/CNM3 • Directorate Manager • Director of Nursing • Medical teams Staff Nurse Job Description • Multidisciplinary Teams • CDU (Central Decontamination Unit) <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 function as an integral member of the Operating Theatre Nursing team, delivering safe, effective, and compassionate perioperative care to children and their families. • The post holder will provide clinical leadership within a designated theatre team, ensuring the highest standards of surgical nursing practice are consistently achieved across all stages of the patient's perioperative journey. • Act as a role model and expert clinical practitioner, the staff nurse will demonstrate advanced knowledge and skills in theatre practice, promote a culture of safety and excellence, and support the professional development of colleagues within the multidisciplinary team. • To ensure the delivery of a consistently high standard of perioperative care to children and their families, aligned with the hospital's mission, vision, values, and strategic objectives. • To support the safe, effective, and efficient day-to-day management of the Operating Theatre environment, ensuring optimal use of allocated resources while maintaining patient safety and workflow efficiency. • To actively promote a culture of continuous quality improvement within the theatre setting, integrating current research and evidence-based practice into all aspects of perioperative nursing care. • To assume delegated responsibility for the coordination and smooth running of the Operating Theatre in the absence of the CNM/CNEF's ensuring safe patient care, effective team communication, and adherence to all clinical and governance standards. Strict confidentiality regarding each child's admission, surgical procedure, and treatment must be maintained at all times. <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. CLINICAL PRACTICE • To ensure the provision of excellent, evidence-based nursing care for the children and their families. • Ensure each child undergoing a surgical procedure receives a comprehensive perioperative assessment, with care planned, implemented, and evaluated in partnership with the family. This should encompass all phases of the perioperative pathway and be accurately documented in line with theatre standards and guidelines. • Promote Family Centred Care and ensure the provision of a welcoming, caring and safe environment for the children and their families.

- To act as an advocate for the child and family ensuring the provision of appropriate information and support services.
- Communicate complex, sensitive, and procedure-related information clearly and compassionately to children, their families, and members of the multidisciplinary theatre team. Adapt communication strategies to overcome barriers to understanding—such as anxiety, developmental stage, or language differences—and provide reassurance and support throughout the perioperative journey, including during distressing or emotionally challenging situations.
- Develop and maintain the specialist clinical skills and knowledge required to deliver safe, effective, and holistic perioperative nursing care within the Operating Theatre environment.
- Practice in accordance with current evidence-based standards and continuously update competencies relevant to theatre practice. Undertake and apply expanded role responsibilities such as advanced perioperative techniques or extended scope duties within the Scope of Professional Practice, following appropriate education, training, and competency assessment.
- To be competent in the administration and adhere to Hospital Medication Policy at all times.
- Demonstrate comprehensive knowledge of Operating Theatre equipment, including its clinical application, safety features, and correct handling, ensuring adherence to infection prevention, decontamination, and manufacturer guidelines at all times.
- Contribute to the evaluation, introduction, and ongoing review of theatre equipment, supporting the development and implementation of policies, protocols, and standards that promote safe, effective use and align with best practice and regulatory requirements.

MANAGEMENT

- Ensure the provision of appropriate supervision and support to Post Graduate and Undergraduate Student Nurses
- Support the provision of effective communication between all members of the multidisciplinary team, other hospital departments, relatives and visitors.
- Ensure quality care is given by being familiar with agreed Hospital Guideline Policies and Procedures.
- Actively contribute to maintaining a safe Operating Theatre environment by participating in clinical audit, risk assessment, and quality improvement initiatives. Support the identification, management, and reporting of incidents, near misses, and hazards through NIMS, ensuring adherence to risk management

	processes and promoting a culture of safety, learning, and continuous improvement within the perioperative setting. • To ensure that all staff know where to access hospital policies and clinical procedure guidelines and that staff adhere to these at all times. • To lead on an agreed area of department management e.g. infection control line, teaching research etc. • Act as a team leader for a group of nurses, acting as a mentor/preceptor and facilitating their development through challenge and support. • To contribute to the appraisal process and, if required, disciplinary activities. • Participate in events or publications that promote the Hospital and Children's Nursing. EDUCATIONAL/ PROFESSIONAL DEVELOPMENT • To actively assist in the education and practical training of Postgraduate and Undergraduate Student Nurses and Health Care Assistants at every opportunity, through formal and informal teaching to provide the mentorship / Preceptorship / teaching and assessing as required. • Participate in the audit of the clinical learning environment. • Lead the induction and supervision of new operating theatre personnel, ensuring competency in sterile technique, equipment use, and workflow. • Oversee and mentor new staff in the operating theatre, facilitating safe practice and effective integration into the multidisciplinary team. RESEARCH / INFORMATION TECHNOLOGY • Be aware of new research with pediatric nursing and apply evidence-based research finding to practice. • Participate in research programmes. • Identify and develop tools to provide on-going audit of current practice. • Ensure that he/she makes the most effective and efficient use of developments in information technology for both patient care and administrative support in a manner which integrates well with systems throughout the organization. • Participate in the collection, interpretation and presentation of data and information on the department's activities • Maintain own professional development and mandatory training.
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	• Demonstrate a professional approach to work and act in accordance with the NMBI Code of Professional Conduct at all times. • To have the knowledge of and adhere to ward and Hospital policy and professional standards. To ensure that team members do likewise. • Safeguard all sensitive information relating to a child's admission and treatment, ensuring discretion within the operating theatre and multidisciplinary team. • Ensure documentation is complete and up to date, in line with Hospital guidelines. • To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments. • Participate in staff appraisal, staff development and in service training activities. <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>
Eligibility criteria, qualifications and experience	<u>Essential Criteria:</u> • Registered Children's/Registered General Nurse • At least 2 years acute operating theatre department experience. (Scrub/Circulating/Recovery/Anaesthetics) • Proven track record in continuing professional development.
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 September 20, 2026 at 11:45 PM. 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 Ryan Sinagpolo - Clinical Nurse Manager 3 - Operating Theatres & Hybrid Cardiac Catheterisation Laboratory at Ryan.Sinagpolo@childrenshealthireland.ie

For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – Naomi Mc Grath at naomi.mcgrath@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 2027** for your information.

- 4th January
- 8th February
- 8th March

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.