

Job Title & Grade	Neonatal Clinical Nurse Manager II /Clinical Nurse Specialist in Neonatology
Campaign Reference #	102934
Closing Date	Thursday 10th September 2026 at 11:45pm
Duration of Post	Permanent position 1 WTE
Specific T&Cs of post	37.5 standard working week/ shift work required 24-27 days Annual Leave 2626-Clinical Nurse Specialist (Children's)
Location of post	This post will be based at CHI Crumlin
Reporting Arrangements	Professional Responsibility-This post is professionally responsible to the Director of Nursing Clinical Directorate C. Clinical Responsibility-This post will report to the CNM3 and the Assistant Directors of Nursing CDC.
Key Working Relationships	The post holder will work closely with: • Assistant Director of Nursing, Directorate C • CNM3 Neonatology • Neonatal CNS team • CNM2's on the neonatal units • CNEF's on the neonatal units • Neonatal MDT team across CHI • Maternity and Neonatal services nationwide • Patient Flow Team • PICU/General Paediatrics/Surgical and nursing colleague • Nurse Practice Development Co-Coordinator • Children's Centre for Nurse Education CCNE <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	Children's Health Ireland (CHI) Neonatology at Temple Street and Crumlin is a quaternary referral service for infants born at any of the 19 maternity units in Ireland who require specialist care. Across the two sites, all paediatric subspecialties for neonates with complex needs and congenital abnormalities are provided for. The neonatal team also provide care for infants with common acute neonatal problems presenting to their sites via ED up to 7 days after delivery.

	In line with the National Model of Care for Neonatal Services (2015), the existing surgical and medical neonatal services will merge into a single entity for relocation to the New Children's Hospital (NCH). The NCH will include an 18-bed Neonatal Intensive Care Unit (NICU), as well as further inpatient neonatal ward and outpatient services. High dependency and low-acuity care for complex and surgical neonatology patients is currently provided in designated neonatal units on both CHI sites. This is an exciting opportunity to join the neonatal service; the post holder will be responsible for the oversight and co-ordination of nursing care for acutely ill surgical and complex medical neonatal inpatients during their hospital stay, discharge and follow up care.
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) which is the requirement 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 neonates who are transferred to CHI under the care of the neonatology team for subspecialist surgical or medical care. • Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence- based practice in neonatal 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 (PPPPG's).
 - Act as the nursing link for the national neonatal new-born bloodspot screening programme in CHI at Crumlin, this includes monitoring eReports and following up on repeat samples and abnormalities.
 - Provide education and training for nursing staff in relation to new-born bloodspot screening.
 - Provide antenatal support and visits for surgical patients with specific surgical diagnosis e.g. Congenital Diaphragmatic Hernia
 - Provide expert knowledge and advice on an out-patient consultancy basis with the support of your neonatal colleagues, neonatal CNS colleagues and the multi-disciplinary team.
 - Provide education and support for patients and their families in establishing breastfeeding, expressing breastmilk, administration of donor milk if required and work collaboratively with the lactation Consultant team at CHI.
 - 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.
 - Engage with the MDT on the development of nurse led neonatal clinics.
- Indirect Care***
- Identify and agree appropriate referral pathways for neonatal patients.
 - Identify and organise MDT meetings to facilitate open communication with families and discharge plans for complex cases requiring multiple community agencies.

- Use a case management approach to patients with complex needs in collaboration with the MDT in both primary and secondary care facilities ensuring patient follow-up as appropriate.
- Work with the MDT on both sites to facilitate development of the CHI Neonatal Model of Care for NICU/NH DU.
- Work with maternity and regional hospital colleagues to ensure timely and appropriate admission, transfer and discharge planning with efficient patient flows maintained.
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to neonatal care.
- 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.
- Take a lead role in ensuring the service for neonates 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 neonatal nursing, keeping up to date with relevant research to ensure the implementation of evidence-based practice.



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- Provide the patient, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their neonate's condition.
 - Contribute to the design, development and implementation of education programmes and resources for the family and/or carer in relation to their neonate's care thus empowering them.
 - 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 neonatal 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 neonatal care.
 - Be responsible for maintaining continuing professional development needs.
- Audit & Research:**
- Maintain a register of neonatal patients within the CNS caseload.
 - Identify, initiate and conduct nursing/midwifery and MDT audit and research projects relevant to the area of practice.
 - Identify, critically analyse, disseminate and integrate best evidence relating to neonatal care into practice
 - Contribute to nursing research on all aspects of neonatal 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, which provide evidence of the effectiveness of the CNS interventions undertaken.
- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues.

Consultant Clinical Focus:

- Provide leadership in clinical practice and act as a resource and role model for neonatal practice.
- Work collaboratively within the multidisciplinary team, using strong communication and interpersonal skills to engage with families and healthcare professionals to achieve optimal patient outcomes.
- 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 other CNS/Registered Advanced Nurse/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- Cross site collaboration with the neonatal CNS in Temple Street may be required as the service integrates into one with the opening of NICU beds pre transitioning to the NCH.
- With the support of the 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.
- 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 within CHI 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

	<i>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	<u>Essential Criteria:</u> • 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) AND • Be registered in the division(s) of the Children's Nursing with the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) AND • Have a minimum of 5 years' experience or an aggregate of 5 years' full-time experience in specialist area of Neonatology AND • Possess a post registration Level 9 or higher award relevant to the specialist area with the ability to immediately register as a CNS in that specialty with NMBI. AND • Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice. And • Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, professional, and administrative capacity for the proper discharge of the duties of the office. <u>Desirable criteria:</u> • Lactation experience or a recognised qualification in breastfeeding/lactation support. • Knowledge and experience of research and clinical audit methodologies, with the ability to contribute to service evaluation, quality improvement, and evidence-based practice



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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 is 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 CV's and cover letters is Thursday 10th September 2026 at 11:45pm. 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/dept, please contact neonatal work stream lead Jenny.dunne1@childrenshealthireland.ie or Deirdre.Hughes@childrenshealthireland.ie ADON for Clinical Directorate C. For other queries relating to this recruitment process, please contact Recruitment team: recruitment@nchg.ie or designated Talent Acquisition Specialist – Naomi McGrath at naomi.mcgrath@childrenshealthireland.ie
Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/	
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.	

Career Pathways for Clinical Nurse Specialist/Clinical Midwife Specialist (CNS/CMS) Information Leaflet

1. Background

From a Nursing & Midwifery workforce perspective, there has been a significant investment in Clinical Nurse/Midwife Specialist (CNS/CMS) posts across all services including acute, community, mental health, children's and intellectual disability services. More recently in order to support the implementation of Sláintecare, with the focus on the rollout of the Community Health Networks (CHN)/Enhanced Community Care (ECC) model, there has been substantial additional resourcing and a requirement for recruitment of CNS posts within community services.

In response to requests for additional CNS/CMS posts from National HR, the ECC Programme and wider organisational services, the Office of Nursing and Midwifery Services Director (ONMSD) in collaboration with key stakeholders, has developed the following career pathways for CNS/CMSs that will support services in achieving the recruitment needs of the organisation.

The CNS/CMS career pathways were developed in line with the DoH (2019) *A Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice*. The proposed development pathways will provide additional career opportunities and enable nurses and midwives to gain the required competences through clinical exposure in the specialist area of practice, and progress towards CNS/CMS while undertaking the appropriate postgraduate qualification.

2. CNS/CMS post holders employed prior to May 2023 were required to meet the following eligibility criteria:

- *A minimum of five years post registration experience including a minimum of two years' experience in the specialist area*
- *have acquired a minimum of a level 8 post-registration NQAI qualification relevant to his/her area of specialist practice*

Existing CNS/CMS post holders: For those already permanently employed as a CNS/CMS prior to May 2023, there is no requirement to change the academic qualification level.

3. Interim CNS/CMS Career Pathway - valid from May 2023 to September 2026

The ONMSD has incorporated successful elements of previous and existing HSE sponsorship programmes into the proposed Candidate CNS/CMS Pathway in this option. Nurses/Midwives currently employed as Staff Nurses/Midwives (SN/SMs) and Enhanced Nurses/Midwives (EN/EMs) and any other nursing/midwifery grades who have a minimum of 1 years clinical experience and who express an interest in CNS/CMS roles could be supported to progress on a Candidate CNS/CMS Pathway as follows:

- (a) The individual Community Healthcare Organisations (CHO)/Acute Hospital Group (HG) will identify the numbers of CNS/CMS posts approved for recruitment for their area. A recruitment campaign will be organised by the CHO/HG between local HR and services.
- (b) Nurses/midwives who are successful at interview for candidate CNS/CMS post will:
 - be offered a contract for a *Candidate CNS/CMS post (identify specialist area)* at CNM1/CMM1 grade with a job description outlining the CNS/CMS competencies to be achieved.
 - be required to demonstrate their specialist experience or if they do not possess the relevant specialist experience, they will be supported to attain one year's clinical specialist experience
 - be required to demonstrate that they have completed the required postgraduate education, or agree and are supported to undertake the required postgraduate education, at level 9 qualification (equivalent to 60 ECTS or above) relevant to the specialist area.
 - 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.
- (c) All of the above must be achieved within 2 years for this pathway.