

Job Title & Grade	Clinical Nurse Educator Facilitator - National Children's Cancer Services (CNM2 Grade)
Campaign Reference #	103009
Closing Date	Sunday, 13 th of September 2026 at 11:45pm
Advertisement type	Internal/external
Duration of Post	Specified Purpose Contract
Specific T&C's of post	37.5 standard 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 of June 2026: Grade, Code 2119, starting at Point 1 € 62,699 and rising annually in increments: € 79,227 LSIS.
Location of post	CHI Crumlin
Reporting Arrangements	This post will report to the Clinical Nurse Managers 3 & Divisional Nurse Manager of the areas
Key Working Relationships	The post holder will work closely with: • Nurse management and education teams in the National Childhood Cancer Services; • The staff in the Centre of Children's Nurse Education and Academic partners; • Other nursing staff including Staff nurses, Student Nurses CNMs, CNSs, ANP; • Members of the wider Haem/Onc Multi-Disciplinary Team; • Nurse Practice Development 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 co-ordinate and facilitate the creation of a clinical environment that fosters professional growth and development of staff and student nurses in the National Children's Cancer Services (NCCS). This post will have a clinical focus in this division providing continuous support and education to staff to help staff reach their potential. The aim is to promote delivery of high quality care through demonstration of clinical expertise The successful candidate will be:

	- Assigned to manage the clinical educational needs of staff working with benign/malignant hematology, oncology and HSCT within the inpatient, day ward and HSCT services. - Lead co-ordinate and facilitate the creation of a clinical environment that fosters professional growth and development of staff and student nurses. - Facilitate the development of nursing staff, by means of orientation of new staff and continuous development of existing staff. - Facilitate the education and supervision of student nurses, new and existing staff nurses and HCAs in collaboration with CNMIIIs & CNM IIIs. - Assist staff members in ensuring that individual staff, student nurses and HCAs are kept informed of their progress and encourage feedback, recognise strengths and weaknesses and the potential need for further clinical training and experience. - Promote high quality standards of care through demonstration of clinical expertise. - Ensure confidentiality on all matters and information obtained during the course of employment. - Facilitate the development of best practice documentation, standards and guidelines in order to optimize use of resources and to ensure compliance with specific departmental accreditation and regulation requirements. - Work closely with the haematology/oncology foundation course co coordinator to help students achieve their optimum. - Be the link CNF for the post graduate courses linking with the colleges to help deliver the various programmes.
Principal Duties and Responsibilities	Professional Duties and Responsibilities: The post holder will be expected to live CHI values and be child-centered, compassionate, and progressive and will act with respect, excellence and integrity. Clinical Component: - Develop clinical expertise to a level that facilitates the development of others. - Act as a role model and promote excellence in clinical practice, and development of nursing staff clinical skills. - Collaborate and negotiate with the Clinical Nurse Manager2&3s, and other appropriate Nursing personnel in ensuring nursing staff are assessed and found competent in nursing practices relevant to clinical area - With the Haematology –Oncology clinical and education teams, guide, direct and educate staff in the management of patient care in the Haematology – Oncology/HSCT setting. - Collaborate and negotiate with the shift leaders and other appropriate Nursing personnel in ensuring nursing staff and HCAs are assessed and found competent in nursing practices relevant to haematology/oncology/HSCT. - Ensure that nursing care is based on the latest research findings and constitutes best practice and act as an expert clinical resource for nursing staff. - Collaborate with the Clinical Nurse Manager IIs and shift leaders regarding preceptorship to ensure adequate clinical support.

	• Facilitate the development of learning plans and take a lead role along with the shift leaders from initial assessment through to conclusion. • To support ward preceptors in ensuring on-going supervision and assessment of integrated degree programme, post registration and seconded students. • Contribute effectively to the process of change management and innovation • Become involved in education forums within the hospital as appropriate. • Represent the hospital at external conferences/study days. Educational Component: • Facilitate staff development and training programmes in all aspects of haematology/oncology/HSCT clinical areas. • Design, implement and update programme, students information and learning packages appropriate for clinical area in conjunction with the Clinical Nurse Manager II, shift leaders,, CNF, NPDU & centre for children's nurse education. • Deliver specialist educational sessions, within your scope of practice at study days. • Ensure that learning opportunities, objectives and outcomes appropriate for assigned clinical practice areas are available and revised as necessary • Facilitate new nursing techniques and be innovative in their application using research methodology in association with NPDU as appropriate in the specific clinical area. • Promote evidenced based research • Advise and support staff in relation to their professional development and educational opportunities. • Facilitate staff to become involved in evidence based research practice initiatives. • To maintain and expand own knowledge on local, national and international professional nursing practice issues. • Be actively involved in the continuous assessment and support of staff working in Haematology –Oncology/HSCT areas. • Provide support and guidance for programme students with their directed work. • Liaise with the Clinical Nurse Specialists & research nurses in the education of staff in relation to their fields of clinical expertise. • Liaise with shared care manger & facilitate education of community staff that require specific haem/onc/HSCT education & training to help them deliver the required specialist care. Management Component: • Assist clinical staff with the implementation of quality improvements through standard setting, audit and evaluation. This may include leading on quality initiatives. • Act as a change agent for staff within the clinical environment. • Appraise the Clinical Nurse Manager II/ Clinical Nurse Manager 3/Divisional Nurse Manager (where appropriate) on all issues relating to performance issues.
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	• Promote a safe environment in accordance with health and safety regulations, risk management and the hospitals incident reporting systems. • Present a positive department and nursing image. • Maintain a positive and reasonable manner when dealing with challenging situations. • Demonstrate excellent time management skills. • Actively lead and develop nursing practice guideline development for the clinical area in collaboration with shift leaders and NPDU. • Act as a change agent for staff working within the NCCS • Participate in the recruitment and retention of nursing staff. • Promote a safe environment in accordance with health and safety regulations, risk management and the hospitals incident reporting systems. • Present a positive ward / department and nursing image. • Maintain a positive and reasonable manner when dealing with challenging situations. Communication Component: • Maintain and promote good communication channels with all levels of staff throughout the haematology/oncology/HSCT team and educational teams. • To be involved in education of effective communication channels for nurses and HCAS • Promote good communication skills both written and verbally • Demonstrate sensitivity, tolerance and tact when dealing with colleagues, patients and guardians. • Facilitate effective communication with CNMs / CNF as necessary, ensuring confidentiality is respected and maintained at all times. • Maintain collaborative networking and communication on a proactive basis to support patient flow • Facilitate team building and staff motivation across all disciplines and staff • Highlight child protection issues/child welfare concerns in a prompt manner to the appropriate teams and ensure all aspects of mandatory reporting are adhered to. • Act as a patient advocate through communication, negotiation and representation of the patient's values and decisions in collaboration with other professionals and community resource providers • Encourage staff in the hospital to speak up and report any concerns identified for the safety and welfare of patients in the Hospital. Professional Component: • Exercise professional accountability as guided by the Code of Professional Conduct of Nursing and Midwifery Board of Ireland. • Ensure confidentiality of all information gained during the period of employment. • Ensure in-depth knowledge regarding the hospital's disciplinary and grievance and Dignity at Work guidelines, policies and procedures.
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	- Assume responsibility for own professional development in conjunction with line manager - Actively participate in Clinical Nurse Educator Facilitator meetings <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> - RCN / RGN with 5 years paediatric experience; - RCN/RN Child branch with 5 years Post Graduate experience or RGN with 5 years acute paediatric experience; - Minimum 2 years' experience in Haematology – Oncology; - Successfully completed a Preceptorship programme Graduate Diploma in appropriate specialty or a willingness to undertake within 2 years; - Ability to co-ordinate effectively; - Ability to communicate efficiently and effectively; - Ability to work as autonomous practitioner; - Ability to persuade and influence others. <u>Desirable Criteria:</u> - Degree in education; - Teaching and assessing qualification and experience.
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 letter is by Sunday, 13th of September 2026 by 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, please contact:

Anne Rynne, ADON on 01- 4096617, Anne.Rynne@childrenshealthireland.ie or Mairead O'Brien, CNM 3 on 014096100, Mairead.OBrien@childrenshealthireland.ie or Teresa Slevin on 01-4096100, Teresa.Slevin@childrenshealthireland.ie

For other queries relating to this recruitment process, please contact Talent Acquisition Team Specialist – Evgeniya.Byvakina@childrenshealthireland.ie.

PLEASE NOTE:

CHI has transitioned to a process of a one commencement day per month for all new employees, CHI internal transfers and Secondments. This update to our Onboarding process is aligned to changes in our monthly/fortnightly payroll and with the launch of our new 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 2026** for your information.

- 2nd November 2026
- 7th December 2026
- 4th January 2027
- 8th February 2027
- 8th March 2027
- 5th April 2027
- 10th May 2027
- 14th June 2027
- 5th July 2027
- 9th August 2027

Information on "Non-European Economic Area Applicants" is available from <https://dbe.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.