

Job Title & Grade	Clinical Nurse Manager 2 - Infection Prevention & Control (IPC) Surveillance
Campaign Reference #	103255
Closing Date	Thursday, 17 th of September 2026 at 11:45pm
Duration of Post	Permanent Contract
Advertisement Type	Internal and External
Specific T&C's of post	The role is 5/5 Standard working week 37.5 hours Annual Leave: 25-28 days per annum 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 2119, starting at Point 1 €62,699 and rising annually in increments: €79,227 LSIS.
Location of post	Children's Health Ireland (CHI) comprises five locations in Dublin. The current children's hospitals sites are CHI at Crumlin, CHI at Temple Street & CHI at Tallaght. The Paediatric Outpatients Department (OPD) and Urgent Care Centre, (UCC) CHI at Connolly, Blanchardstown, Dublin 15 and the OPD and Emergency Care Unit (ECU) at CHI at Tallaght. The CHI commissioning office is based at 700 South Circular Road, Dublin 8. Post holders will be based in Crumlin and Temple Street with an opportunity to work across all CHI locations inclusive of clinical transformation activity for the National Children's Hospital Ireland (NCHI) in advance of migration with the IPC team to NCHI.
Reporting Arrangements	This post will report operationally and professionally to the IPC CNM3 and the IPC Assistant Director of Nursing (ADON), and clinically to the Clinical Surveillance Lead and Consultant Microbiologist.
Key Working Relationships	The post holder will work closely with: • IPC ADON • Clinical Surveillance Lead • Consultant Microbiologists and Paediatric Infectious Disease Physicians • Microbiology NCHDs • IPC Nursing team

	• IPC MDT • CHI AMRIC Committee members • Wider hospital multidisciplinary teams including but not exclusive of Orthopaedic, Cardiothoracic, Neurosurgical, General surgical teams • Directors of Nursing at each CHI location • Assistant Directors of Nursing • Advanced Nurse Practitioners (ANP) • CNS colleagues • Clinical Nurse Managers (CNM) & Clinical Nurse Educational Facilitators (CNEF) • Laboratory staff • Surveillance scientists • IPC colleagues in other organisations <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 the IPC Surveillance CNM2 post is to lead surveillance activities in CHI and to promote a culture of patient safety and quality improvement. Through the implementation of the HIQA National Standards for the Prevention and Control of Healthcare Associated Infections and the CHI AMRIC Service plan which is aligned with the NCEC IPC guidelines, 2023, and iNAP3 2026-2030, the postholder is responsible for initiating, coordinating, monitoring and evaluating infection prevention and control practices with a specific focus on a robust surveillance program within CHI. <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. • The IPC Surveillance CNM2 role encompasses an area of nursing practice that requires the application of specialty focused knowledge and skills, which are both in demand and required to improve the quality of patient care and meet service needs. • The post holder will be a member of the IPC team in the prevention, surveillance, investigation and control of healthcare associated infections. They will monitor infection trends, identify areas requiring intervention, and assist with measures and strategies to reduce the incidence of infection. • The post holder will be responsible for developing, implementing, and maintaining effective surveillance systems. This includes data collection, analysis, interpretation, and dissemination of data and surveillance reports for clinical teams, management, and relevant committees. • The post holder will be responsible for the provision of a comprehensive and innovative nursing surveillance service within the IPC department and will work with all members of the IPC and wider teams to fulfil this objective.

- The post holder will be responsible for participating in surveillance programmes such as; surgical site infection and CLABSI surveillance. This will include data collection, collation, analysis, and dissemination of surveillance data across the patient pathway, as well as assisting in care and strategies to reduce the incidence of infection.
- The post holder will work with the surveillance team on current and new quality improvement projects, as aligned with strategic objectives.
- The post holder will assist in the evaluation of the feasibility of selected innovations, including appraising the evidence and taking into account patient, family and other stakeholder input.
- The post holder will assist in developing strategies for implementing innovation based on critical assessment of the evidence base and of the sustainability of the innovation.
- The post-holder will be a highly competent and knowledgeable practitioner, ensuring the provision of an excellent surveillance service.
- Ensure appropriate confidentiality, information governance and data protection requirements are maintained in the management, analysis, storage and dissemination of surveillance data.

Please note that this list is not exhaustive and key working relationships will change as the project moves from service development, NCHI substantial completion & handover, commissioning & transitioning to steady operational state.

Nursing Practice and decision-making competencies

- Participate in the formulation and implementation of IPC guidelines/procedures in liaison with members of the IPC Team and other relevant staff. This will include:
 - a) Defining areas of specific risk
 - b) Establishment of hospital guidelines and procedures to be adopted for surveillance
- Participate in ongoing surveillance programmes and maintain records of healthcare associated infections and other relevant data.
- Maintain up-to-date knowledge of national and international developments in IPC surveillance, epidemiology and healthcare-associated infection prevention.
- Contribute to the development of evidence-based research in relation to surveillance.
- Contribute to the development of PPGSs, setting of targets and benchmarking standards, in order to improve the quality of the patient care.

Patient advocacy focus:

- The IPC Surveillance CNM2 will work in close collaboration with Clinical Nurse Managers, Clinical Nurse Specialists, Physicians, Multidisciplinary Teams, Department Heads and the Consultant Microbiologists to ensure a quality IPC surveillance service is maintained for the patient and their family.

	• They will act as an advocate for patients, their families and staff on issues pertaining to surveillance and prevention and control of infection. Knowledge and clinical expertise: • Act as an expert resource to colleagues. • Act as a role model through the provision of professional leadership and demonstration of best practice in the area of surveillance & infection prevention and control. • Develop communication channels that allow for a professional and respectful free flow of information and clear referral channels. • Participate in the development of the IPC Service. Assist in identifying, investigating and monitoring hazardous practices/procedures. • Liaise regularly with the IPC & surveillance teams, to address / identify areas of concern and report on service development. Ensure that areas of concern are addressed / actioned appropriately and in a timely manner. • The post holder will work with the surveillance team on current and new quality improvement projects, as aligned with strategic objectives. • Act as a resource for colleagues, allied professionals and an advocate for the patient and strive to ensure competence in all areas of their practice. • Provide a programme of education and training for multidisciplinary staff which benefits children and their parents. Education and training: The role of the IPC Surveillance CNM2 involves: • The provision of education and training programmes for all relevant grades of staff in both formal and informal settings. • Providing readily available information on effective measures to prevent infection. • Providing teaching sessions in the clinical area and in appropriate student and staff training modules, where required & requested. • Liaise with line manager to ensure that own professional growth and development needs are facilitated and met. • Utilise Information technology (IT) programs / systems available to support the management of patient care. • Ensure data is recorded accurately and reported in a timely manner. • Assist in developing robust and reliable processes and systems. • Support staff involved in surveillance activities to develop and maintain appropriate knowledge and competency. Audit and Research: The IPC Surveillance CNM2 will:
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	• Develop, implement and maintain audit tools to monitor and access the anticipated success of the surveillance program. • Participate in the implementation of the Standards for the Prevention and Control of Healthcare Associated Infections, specifically in relation to surveillance. • Participation in the implementation process of all other national standards that will improve the quality of care delivered to children and families. • Contribute to the development of policies, guidelines, protocols and procedures relevant to area of clinical expertise. • Develop, implement and maintain audit tools to monitor and access the anticipated success of IPC interventions • Seek to gain and expand knowledge of current research in designated field by reading professional journals, attending updating sessions and disseminating information to other staff/colleagues. • Undertake research appropriate to their speciality. • Carry out literature searches for new information and disseminate to relevant staff. • Participate in approved data collection, clinical studies and trials. • Publish work related research and projects. • Assist in the development, management and introduction of new clinical products e.g. introduction of new products to prevent surgical site infections. • Identify and implement operational processes to the standards of best practice in order to optimise use of resources and to ensure compliance with statutory requirements. • Interpret and analyse relevant research and disseminate to staff. • Demonstrate a keen interest in learning new techniques and skills and apply these to practice. • Set up clinical standards of care and ensure they are appropriately audited. • Identify clinical issues of interest and ensure they are incorporated into clinical practice through teaching and example. • Maintain statistical data of service activity and supply annual reports to line manager. • continuously monitor and evaluate the role of the • IPC Surveillance CNM2 • Participate in critical appraisal and evaluation of surveillance programs by means of inspection, audit and evaluation etc. with a view to recommending improvements where required. Interpersonal relationships: The post holder will:
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	• Demonstrate excellent communication skills, both written and verbal. • Make a significant contribution to teamwork within CHI and multidisciplinary teams. • Demonstrate sensitivity, tolerance and tact when interacting with colleagues. • Seek guidance and support, when necessary, in a timely and effective manner. • Accept guidance and direction when necessary. • work in close collaboration with CNMs, CNSs, physicians, multidisciplinary teams, department heads, consultant microbiologist, wider teams including (but not exhaustively) cardiothoracic, orthopaedic and general surgical teams, to develop and deliver a comprehensive and innovative service. • Be a highly competent and knowledgeable practitioner, ensuring the provision of an excellent surveillance service. • ensure a quality IPC service, with a particular focus on surveillance, is maintained for the patient and their family. Management Component: The post holder will: • Create and promote open communication, healthy working relationships and demonstrate initiative in practice. • Participate in relevant meetings relating to the role. • In conjunction with clinical staff, promote a safe environment in accordance with Health and Safety regulations, risk management and the hospital's incident reporting systems. • Demonstrate a respectful, mature and reasonable manner when dealing with difficult situations. • Be familiar with the hospital's HR PPPGs (E.g. disciplinary and grievance procedures) and to act appropriately. • Demonstrate excellent time management skills. • Assist with the development of departmental policy with particular emphasis on change management. • Manage resources efficiently and effectively to ensure the highest standard of care. • contribute to the implementation of new surveillance systems, processes, and service developments across CHI. Professional conduct & development: • Present and act at all times in a professional manner and ensure that colleagues do likewise. • Ensure confidentiality is respected and maintained at all times.
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	• Provide a high level of visible nursing and professional leadership, through being an effective role model and patient advocate. • Comply with all CHI policies, procedures, processes & guidelines (PPPGs). • Report accidents, incidents, near miss events and complaints as soon as practicable and follow CHI incident monitoring and complaints policy. • Participate with quality and patient safety initiatives • Assist the Communications Officer in relation to any media request pertaining to your profession. Attend media training as requested and be available to deal with media requests if deemed appropriate by the Public Relations Officer and the Director of Nursing. The IPC Surveillance CNM2 will: • Be accountable for one's own actions in accordance with the Code of Professional Conduct and Ethics (NMBI, Feb 2025) • Participate in the development of the Scope of Practice and provide strong professional leadership and direction for nursing services in conjunction with the nursing team. • Maintain and expand own knowledge on local, national and international professional nursing practice issues. • In co-operation with line manager, will assume responsibility for own professional development with reference to AMRIC Competency Framework for Prevention and Control Practitioners in Ireland (2022) • Be an advocate for and promote evidence-based practice. • Be knowledgeable in the broader aspects of Children's nursing and child and adolescent development. <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> Be registered on the Children's Division and/or the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland; AND Have at least 5 years post registration experience; AND Post-registration qualification level 9 NQAI (Major award) in Infection Prevention & Control or undertake contractual agreement to obtain a relevant post-graduate qualification within 3 years; OR

	Relevant post-registration qualification level 9 NQAI or undertake contractual agreement to obtain a relevant post-graduate qualification within 3 years; AND Have the clinical, managerial and administrative capacity to properly discharge the functions of the role; AND Demonstrate evidence of continuing professional development at the appropriate level. <u>Desirable Criteria:</u> • Have a minimum of 1 years' experience or an aggregate of 1 years' full-time experience in specialist area • Experience in managing organisational and professional change. • Experience in conducting surveillance and/or clinical audit. • Experience with electronic surveillance systems, databases, and reporting dashboards.
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 Thursday, 17th of 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/department, please contact Brona Fletcher, IPC ADON, Brona.fletcher@childrenshealthireland.ie or Prof. Robert Cunney, Consultant Microbiologist & Clinical Surveillance Lead, Robert.cunney@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – Evgeniya.Byvakina@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 2026-2027 for your information. • 5th October 2026 • 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 • 6th September 2027 • 4th October 2027
Digital Health	Digital Health Technology is a key component to how CHI provides care to infants, children and young people, placing the patient, their parents/guardians at the centre of how they receive that care. Every episode of care will be supported by technology from referral to discharge and onwards to the General Practitioner, Public Health Nurse and the Community services. As the CNM 2 you will lead and progress the nursing team to transition to a digital organisation. This will involve engaging with the digital health team and the Chief Nursing Information Officer to design workflows, implement new technology (e.g electronic health care record), facilitate education and training, promote innovation and research to enhance patient and staff experience.
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.