

Job Title & Grade	New Graduate Staff Nurse
Campaign Reference #	103572
Closing Date	Wednesday 23 rd September 2027 at 11:45pm
Duration of Post	Permanent Contract
Tentative Interview Dates	Tuesday 13 th , Wednesday 14 th and Thursday 15 th October 2026.
Advertisement Type	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: Pending NMBI registration – Grade Code 2634 - €33,370 NMBI registered - Grade Code 2136 - €38,166 - €56,592 LSIs
Location of post	These posts can be based at CHI at Crumlin, CHI at Temple Street, CHI at Tallaght or CHI at Connolly. You will be asked as part of the application process for your site and ward preferences. <i>Please note that your stated area of preference will also be used to help inform the mapping of successful candidates to appropriate roles within NCHI.</i>
Reporting Arrangements	This post will report to: • Operationally CNM2/CNM3; • Professionally 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

	<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 work as part of the Nursing team in the provision of nursing care for children and their families. - To provide clinical leadership to a designated nursing team and ensure the provision of high-quality care. - To act as a role model and expert clinical practitioner - To ensure the provision of a high standard of care to the children and their extended family is consistent with the mission, vision, values and strategic plan of the hospital. - To assist in the safe, effective and efficient management of the department within allocated resources. - To promote a progressive attitude to the continual improvement of patient care through research and evidence-based practice. - To undertake delegated responsibility for the department in the absence of the CNM/CNS. In carrying out these duties' confidentiality surrounding the Child's admission & treatment must be maintained at all times.
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 that each child is assessed and that their care is planned, implemented and evaluated in negotiation with the family and that this is accurately documented. - 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. - To communicate complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events. - Ensure that discharge planning commences at the point of admission, liaising with the multidisciplinary team, other departments and community services as necessary. - Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence-based nursing care. This includes expanded role responsibilities, within the Scope of Professional Practice, following appropriate training. - To be competent in the administration and adhere to Hospital Medication Policy at all times. - Communicate effectively, promoting open and trusting relationships

- To be aware of the uses, safety precautions and handling of equipment in the department.
- Assist in the development and review of policies and standards for the safe use of equipment and any new equipment introduced to the department.

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.
- Manage allocated resources effectively and efficiently. This includes maintaining the correct skill mix of staff for patient dependency, bed/list management, utilization of time and equipment.
- Assist in ensuring the safety of the department and the risk management process by actively participating in clinical audit, clinical risk and quality issues, including the managing and reporting of incidents.
- 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 lead and co-ordinate projects and team building activities.
- Participate in the process of recruitment and retention of staff. Master CHI Job Description
- Promote and support the improving working life's philosophy and initiatives.
- To contribute to the appraisal process and, if required, disciplinary activities.
- Deputise for the department manager in their absence or when requested.
- 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.
- Supervise and orientate staff new to the area.

RESEARCH / INFORMATION TECHNOLOGY

- Be aware of new research with paediatric 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 organisation. • Participate in the collection, interpretation and presentation of data and information on the department's activities • To act as a preceptor for junior staff nurses. • To be a resource for students and junior colleagues, facilitating the development of junior staff. • Teach parents the clinical skills required to care for their child safely at home. • Maintain own professional development and mandatory training. • 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. • To maintain confidentiality surrounding the child's admission and treatment at all times. • 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. 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>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> Each candidate must on the latest date for receiving completed application forms for the office must: Must have completed or be in their final placement of their undergraduate nursing education (QQI Level 8) AND Eligible to register on the Children's and General division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland AND Have excellent communication and interpersonal skills. AND

	Have a clinical and administrative capability to properly discharge the functions of the role.
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 Wednesday 23rd 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 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, 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 your information. • 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 • 1st November 2027 • 6th December 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 a staff nurse you will engage and participate in the transition to a digital organisation. This will involve working with the digital health team and the Chief Nursing Information Officer to design workflows, implement new technology (e.g. electronic health care record), attend education and training, play a role in innovation and research to enhance patient and family health and 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.	