



Clinical Nurse Specialist, Dermatology

Job Specification & Terms and Conditions DML-09-26-283

Job Title, Grade Code	Title of Post: Clinical Nurse Specialist, Dermatology Grade Code: 2632
Remuneration	The salary scale for the post as at 01/06/2026 is: €62,699 - €63,737 - €64,615 - €66,048 - €67,633 - €69,189 - €70,745 - €72,497 - €74,123 - €76,921 - €79,227 LSI New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign Reference	DML-09-26-283
Closing Date	Monday the 28 th of September 2026 at 12 Noon.
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	There is currently 1 WTE permanent whole time vacancy available for Clinical Nurse Specialist, Dermatology at the Regional Hospital Mullingar. A panel may be formed as a result of this campaign for Clinical Nurse Specialist, Dermatology from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled for the region – including • Midlands Regional Hospital Mullingar • Naas General Hospital
Informal Enquiries	We welcome enquiries about the role, please contact: Ms Katherine Kenny Director of Nursing Regional Hospital Mullingar Katherine.kenny@hse.ie 044 9394550
HR Point of Contact	The HSE Dublin and Midlands is committed to providing information and services which are accessible to all, if you require accessibility assistance throughout any stage of the recruitment process, please contact: Ms. Nincy Philip Assistant Staff Officer Human Resources Ríomhphost/E-mail: nincy.philip@hse.ie Fón/Tel: 086 2106273
Details of Service	The Dublin and Midlands Health Region is one of six new HSE Health Regions and has responsibility for the planning and co-ordinated delivery of health and social care services within its defined geography. June 2025 The HSE Dublin and Midlands serves a population of circa 1,077,639 (20.9% of the country's population) providing health and social care services to communities living within Dublin West, Dublin South-West, Dublin South City, Laois, Longford, Offaly, Kildare, West Wicklow and Westmeath. Currently,



	approximately 30k staff work within the HSE Dublin and Midlands Region providing key health and social care services with a budget of €4 billion. The region has 4 Integrated Health Areas, serving a population of around 300,000 and take account of local geographies, population size, needs and services. The IHA areas are HSE Dublin South City and West, HSE Dublin South West, HSE Kildare and West Wicklow and HSE Midlands and the Integrated Healthcare Managers are in post since October 2024. IHAs bring together both acute and community services as well as other non-HSE providers and are crucial to supporting and enabling integrated care. Within the 4 Integrated Health Areas there are 9 acute hospitals (model 4s and 3s, mix of statutory and voluntary providers) delivering a full range of acute hospital, women and children's services, in addition to specialised radiation and oncology care. There are also 6 integrated care hubs/CSTs and 20 Community Health Networks/Areas who together will serve the population health needs of our area. The reform Programme for HSE Dublin and Midlands provides an opportunity to shape the future of health and social care in a rapidly changing environment and to continue to implement safer better health care through integrated services. Health Regions will be the primary service coordination and delivery units for the vast majority of health and social care services provided across Ireland. They will provide the governance and organisational arrangements to enable planning. The Regional Hospital Mullingar is a Model 3 Statutory Hospital and is part of HSE Dublin & Midlands Hospital Group. The Hospital provides a wide range of health services for people in Westmeath and Longford and specialised service for a broader Midlands population of 291,000 including Laois, Offaly, North Meath, Kildare and Roscommon. The Hospital has 216 beds (184 inpatient, 16 day beds, 10 short term stay beds and a 6 bedded Medical Assessment Unit) and provides a range of services, on a 24-hour basis. The Hospital has a combined Critical Care Unit comprising of six beds (ICU/CCU). The hospital provides the following acute services: • Accident & Emergency • General Medicine (Including Regional Stroke Thrombolysis/ Palliative care/ Dementia care) • General Surgery • Obstetrics and Gynaecology • Maternity • Paediatrics / Special Care Baby Unit • Critical Care/ coronary care • Isolation unit • Adult & paediatric Diabetes services • 24 hour CT scanning service • Out-Patient Services incl. Ophthalmology • Age related Rehabilitation unit (10 beds)
Reporting Relationship	Professional Accountability: Director of Nursing and Midwifery. Operational Accountability: Assistant Director of Nursing The CNS will work in collaboration with Clinicians.
Key Working Relationships	The Clinical Nurse Specialist, Dermatology will work as a member of the multidisciplinary team providing care to patients who attend the Dermatology service at RHM. The post holder will have engagement with Consultant Dermatologists, Consultant Plastic Surgeon, Consultant Surgeons, Consultant Physicians, Pharmacists, Registered Advanced Nurse Practitioners, Clinical Nurse Specialists and Nursing staff who are directly involved in the provision of care to this cohort of patients The Clinical Nurse Specialist will engage with the Patient Flow & Bed Management Team; the Nursing & Midwifery Practice Development Team, Non-Clinical Support Services and Administrative roles at RHM.
Purpose of the Post	The purpose of this Clinical Nurse Specialist (Dermatology) post is to:

	Deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008. <u>Caseload:</u> • To provide expert and timely care to patients identified as requiring management for a dermatological condition with specific who are referred to the service. • To help develop a seamless patient centred dermatology service that improves outcomes for patients. • To evaluate the quality of the service provided through ongoing clinical audit, policy development and patient focused research.
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) in order to fulfil the role. The concepts are: • Clinical Focus • Patient/Client Advocate • Education and Training • Audit and Research • Consultant Clinical Focus • Clinical Nurse Specialist (Dermatology) 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 Clinical Nurse Specialist (Dermatology) will: • Provide a specialist nursing service for patients with dermatological conditions who require support and treatment through the continuum of care. • Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence-based practice in dermatology 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 (PPPG's), • 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 • Participate in medication reconciliation taking cognisance of polypharmacy and support medical and pharmacy staff with medication reviews and medication management.

- Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide patients with appropriate self-management strategies and escalation pathways.
- Manage nurse led clinics with Multidisciplinary team input
- 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 patient's needs.

Indirect Care

The Clinical Nurse Specialist (Dermatology) will:

- Identify and agree appropriate referral pathways for patients with dermatological conditions in line with policy.
- Participate in case review with MDT colleagues.
- Use a case management approach to patients with complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate.
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to dermatology care.
- Take a lead role in ensuring the service for patients with Dermatological conditions is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012).

Patient/Client Advocate

The Clinical Nurse Specialist (Dermatology) will:

- 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:

The Clinical Nurse Specialist (Dermatology) will:

- Maintain clinical competence in patient management within Dermatology Nursing, keeping up-to-date with relevant research to ensure the implementation of evidence-based practice.
- Provide the patient, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their condition.
- Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to dermatological conditions thus empowering them to self-manage their condition.
- 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 dermatology care delivery through journal clubs, conferences, etc.
- Develop and maintain links with Regional Centres for Nursing & Midwifery
- Will provide training to students as allocated and in house service training.
- Be responsible for addressing own continuing professional development needs

Audit & Research:

	The Clinical Nurse Specialist (Dermatology) will: • Establish and maintain a register of patients who attend the service within Clinical Nurse Specialist Caseload. • Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DON. • Identify, initiate and conduct Nursing and MDT audit and research projects relevant to the area of practice. • Identify, critically analyse, disseminate and integrate best evidence relating to dermatology care into practice. • Contribute to nursing research on all aspects of Dermatology 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. <i>Audit expected outcomes including:</i> • Collate data which will provide evidence of the effectiveness of Clinical Nurse Specialist (Dermatology) interventions undertaken 3 or 4 - Refer to the National Council for the Professional Development of Nursing and Nursing final report. • Evaluation of Clinical Nurse and Midwife Specialist and Advanced Nurse and Midwife. • Practitioner roles in Ireland (SCAPE Report, 2010) and refer to the National KPI'S associated with the speciality. They should have a clinical Nursing focus as well as a breakdown of activity - patients seen and treated. • Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues (Primary and Secondary Care). Consultant: The Clinical Nurse Specialist (Dermatology) will: • Provide leadership in clinical practice and act as a resource and role model for dermatology practice. • Generate and contribute to the development of clinical standards and guidelines and support implementation. • Use specialist knowledge to support and enhance generalist nursing practice. • Develop collaborative working relationships with local Clinical Nurse Specialist (Dermatology)'s/Registered Advanced Midwife Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery 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 Clinical Nurse Specialist (Dermatology)'s in related professional associations The above Job Specification 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.
Eligibility Criteria	1. Statutory Registration, Professional Qualifications, Experience, etc (a) Eligible applicants will be those who on the closing date for the competition:

Qualifications and/ or experience	(i) Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnámhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered. AND (ii) Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnámhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered. OR (iii) In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives. AND (iv) Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full time experience in the division of the register in which the application is being made (taking into account (ii) (iii) if relevant) AND (v) Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of Dermatology nursing. AND (vi) Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award that is relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard, relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Dermatology or associated Dermatology area of expertise. (See **Note 1 below). AND (vii) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area. AND (viii) Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice **Note 1: For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area of Dermatology or associated area of expertise (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. AND
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	(b) Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, leadership, managerial and administrative capacity for the proper discharge of the duties of the office. 2. Annual registration (i) Practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role. AND (ii) Practitioners must confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC). 3. Health Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. 4. Character Candidates for and any person holding the office must be of good character.
Post Specific Requirements	Demonstrate depth and breadth of post registration nursing experience in the area of Dermatology, as relevant to the role
Skills, competencies and/or knowledge	Professional Knowledge <i>The Clinical Nurse Specialist, Dermatology will:</i> - Practice in accordance with relevant legislation and with regard to The Scope of Nursing & Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2014) • Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to develop and maintain the competences required for professional practice - Adhere to the Nursing & Midwifery values of Care, Compassion and Commitment (DoH, 2016) - Adhere to national, regional and local HSE PPPGs - Adhere to relevant legislation and regulation - Adhere to appropriate lines of authority within the midwife management structures. <i>Clinical Nurse Specialist, Dermatology will demonstrate:</i> - In-depth knowledge of the role of Clinical Nurse Specialist (Dermatology). - In-depth knowledge of the pathophysiology of dermatological conditions. - The ability to undertake a comprehensive assessment of the patient with dermatological conditions, including taking an accurate history of their condition and presenting problem, - The ability to employ appropriate diagnostic interventions to support clinical decision making and the patients' self- management planning. - The ability to formulate a plan of care based on findings and evidence based standards of care and practice guidelines. - The ability to follow up and evaluate a plan of care.

	• Knowledge of health promotion principles/coaching/self-management strategies that will enable people to take greater control over decisions and actions that affect their health and wellbeing. • An understanding of the principles of clinical governance and risk management as they apply directly to Clinical Nurse Specialist (Dermatology) role and the wider health service. • Evidence of teaching in the clinical area. • A working knowledge of audit and research processes. • Evidence of computer skills including use of Microsoft Word, Excel, E-mail, PowerPoint. Communication and Interpersonal Skills Demonstrate: • Effective communication skills. • Ability to build and maintain relationships particularly in the context of MDT working. • Ability to present information in a clear and concise manner. • Ability to manage groups through the learning process. Ability to provide constructive feedback to encourage future learning. • Effective presentation skills. Organisation and Management Skills: Demonstrate: • Evidence of effective organisational skills including awareness of appropriate resource management. • Ability to attain designated targets, manage deadlines and multiple tasks. • Ability to be self-directed, work on own initiative. • A willingness to be flexible in response to changing local/organisational requirements. Building & Maintaining Relationships including Team and Leadership skills Demonstrate: • Leadership, change management and team management skills including the ability to work with MDT colleagues. Commitment to providing a quality service: Demonstrate: • Awareness and respect for the patient's views in relation to their care • Evidence of providing quality improvement programmes • Evidence of conducting audit • Evidence of motivation by ongoing professional development. Analysing and Decision Making Demonstrate: • Effective analytical, problem solving and decision making skills
Campaign Specific Selection Process Ranking/Shortlisting / Interview	A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.



	Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
Diversity, Equality and Inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition. Read more about the HSE's commitment to Diversity, Equality and Inclusion
Code of Practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed. This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.	



Clinical Nurse Specialist , Dermatology

Terms and Conditions of Employment DML-09-26-283

Tenure	There is currently a 1 WTE , permanent whole time vacancy available at Regional Hospital Mullingar. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard weekly working hours of attendance for your grade are 37.5 hours per week. Your normal weekly working hours are 37.5 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <u>* Public Servants not affected by this legislation:</u> Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of Children Guidance and Legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities. Visit HSE Children First for further information, guidance and resources.

Infection Control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & Safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

² Structures and processes for effective [incident management](#) and review of incidents.