

Basic CARDIAC PHYSIOLOGIST



Job Specification | Terms and Conditions

Job Title and Grade **Basic Cardiac Physiologist**
(Code 3867).

Reporting Relationship Professionally accountable to:
Chief II Cardiac Physiologist
Chief I Cardiac Physiologists
Clinically accountable to:
Consultant Cardiologists
Operationally accountable to:
Operations Manager, CVRRE Directorate

Closing Date **Friday, 25th September 2026 @ 4pm**

Proposed Interview Date **TBC**

How to apply To apply, please submit via [Rezoo](#)

**Mater Misericordiae
University Hospital**
Eccles Street | Dublin 7
D07 R2WY | Ireland

01 803 2686

jobs@mater.ie

www.mater.ie

Informal enquires **Robert Ryan**
Chief II Cardiac Physiologist, MMUH

 01 803 2463

rryan@mater.ie

Organisational Area **Ireland East Hospital Group (IEHG)**

Location of Post **Cardiac Investigations**
Mater Misericordiae University Hospital
Level 2 | Clinic 9 | Whitty Building

DETAILS OF SERVICE

The Mater Misericordiae University Hospital (MMUH) is a Level 4 teaching hospital, providing a range of both frontline and specialist services on three levels: those serving the local catchment area, specialist services delivered to regional populations and quaternary services delivered nationally.

Our national specialties include:

<i>Cardiac Surgery</i>	<i>Heart and Lung Transplants</i>
<i>Extra Corporeal life Support (ECLS)</i>	<i>Spinal Injuries</i>
<i>Pulmonary Hypertension</i>	<i>National Isolation Unit</i>

The mission statement of MMUH is to care for the sick with compassion and professionalism; to promote excellence and equity, quality and accountability. To compliment this, the hospital also has strong academic links with our partner, University Hospital Dublin (UCD). As an institution we are committed to provide excellence in healthcare for all of our patients.

MMUH offers over 600 Inpatient beds, 85 Day Beds, has 12 Operating Theatres and a Cardiovascular Suite. As a hospital in 2017 we provided treatment to 21,500 Inpatients, 60,000 Day Patients, 234,000 Outpatients and had 58,900 emergency department visits.

In terms of Cardiology, activity encompasses the diagnosis, treatment and long-term management of patients with the following sub-specialist needs:

<i>Primary PCI</i>	<i>End Stage Heart Failure</i>
<i>Electrophysiology</i>	<i>Adult Congenital Heart Disease</i>
<i>Structural Heart Disease</i>	<i>Family Heart Screening Clinic</i>

The hospital campus spawns an extensive demand for available diagnostic resources. **Cardiac Investigations** delivers a wide range of non-invasive diagnostic services to acute, inpatient, outpatient and referral sources including:

<i>Electrocardiography (ECG)</i>	<i>Treadmill Stress Electrocardiography (TMET)</i>
<i>Transthoracic Echocardiography (TTE)</i>	<i>Transoesophageal Echocardiography (TOE)</i>
<i>Dobutamine Echocardiography (DSE)</i>	<i>Ambulatory Monitoring</i>
<i>Cardiac Rhythm Management (CRM)</i>	

Similarly the **Cardiovascular Suite** also delivers a wide range of invasive diagnostic and interventional services including:

<i>Angiography</i>	<i>Angioplasty</i>
<i>Electrophysiological Studies</i>	<i>Advanced Structural Reconstruction</i>
<i>Right Heart Studies</i>	<i>Pacemaker and ICD Implantation</i>

PURPOSE OF THE POST

The role of the Basic Cardiac Physiologist is to deliver high quality, informed by latest guidelines, cardiac diagnostics for patients who require the care of services under the umbrella of *Cardiac Investigations*.

To achieve this, the successful candidate will be expected to fulfil a hands-on diagnostic role on a daily basis within the assigned clinical area. They will be expected to engage in a process of contribute their technical knowledge and acquired clinical acumen, consistent with the operating procedures and guidelines for MMUH, to ensure patient care is fully optimised in line with the departmental aspiration to achieve a high technical quality and deliver diagnostics in an efficient and compassionate manner.

The successful candidate will be expected to demonstrate continuous professional development and exploit fully, in partnership with the Clinical Specialist Cardiac Physiologists, the academic support available to the clinical workforce both within the Department of Cardiology and, where considered clinically beneficial, from other colleagues partnered to the profession.

ELIGIBILITY CRITERIA

Eligibility criteria as per HSE circular, issued 11 MAY 2020, from Anne Marie Hoey, *Interim National Director of HR*.

1. QUALIFICATIONS AND/ OR EXPERIENCE

(a) Eligible applicants will be those who on the closing date for completion:

- (i) Possess the BSc. in Clinical Measurement from Dublin Institute of Technology (DIT).

OR

- (ii) Possess the BSc. in Clinical Measurement from Technological University Dublin (TU, Dublin).

OR

- (iii) Possess an equivalent relevant scientific qualification (Level 8) as confirmed by the Irish Institute of Clinical Measurement Science (IICMp).

OR

- (iv) (a) Possess the Certificate in Medical Physics and Physiological Measurement (MPPM) from Dublin Institute of Technology (DIT).

OR

(b) An equivalent scientific qualification as confirmed by the Irish Institute of Clinical Measurement Science awarded in or before 2005 (**See Note 1***).

Note 1*

In exceptional cases, where the IICMp are not in a position to validate pre 2005 qualifications, the Clinical Measurement Physiologists experts on the eligibility / selection board may, at their discretion, deem as eligible:

HSE applicants who are currently employed as Clinical Measurement Physiologists, and who were employed in or before 2005, on the presentation of proof of their qualification(s) that was acceptable on the commencement of their employment.

AND

- (b) Candidates must possess the requisite clinical, leadership, managerial and administrative knowledge and ability for the proper discharge of the duties of the office.

2. HEALTH

A candidate 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.

3. CHARACTER

Each candidate for and any person holding the office must be of good character

PRINCIPAL DUTIES AND RESPONSIBILITIES

- The Basic Cardiac Physiologist will, in accordance with departmental policy and procedures and in line with professional standards:

PROFESSIONAL / CLINICAL

- Be competent with the following range of equipment and diagnostic techniques employed in current medical practice for diagnosis, treatment and care of cardiology patients. This comprises performance, interpretation, analysis and, if necessary, resuscitation to BLS standard:
 - 12L Resting, Posterior and Infusion based ECGs (e.g. Ajmaline provocation tests)
 - Single operator management of EST (as per British Society protocols)
 - Ambulatory Monitoring (Holter, Event, BP etc.)
 - Adult Transthoracic Echocardiography (to entry level)
 - Adult Transoesophageal Echocardiography (to assistance level)
 - Remote and in-Clinic follow up and optimisation of CIEDs (Pacemaker / ICD / CRT and ILRs)
- Carry out their duties to the appropriate level and under the appropriate supervision / guidance of the designated lead Cardiac Physiologist and in co-operation with the Consultant Cardiologist or other person(s) designated by MMUH as part of the multidisciplinary team.
- Calibrate and maintain and audit external services relating to all equipment, including responsibility for the care and cleanliness and sterility, where required, of all equipment and accessories used.
- Be responsible for managing own caseload and also for constructive input in the assessment, planning, implementation and evaluation of diagnostic for other service providers.
- Prioritise work and promote positive staff morale and team working in conjunction with the Senior, Clinical Specialist and Chief Cardiac Physiologists.
- Take part, congruent with ability, in any on-call rota, change in daily rota or adjustment to working hours that may introduced to better facilitate service delivery.
- Foster and maintain professional working relationships with colleagues, front line managers, and other healthcare personnel in the team.
- Perform the procedure, report and highlight abnormal recordings in accordance with the latest *Policy for Critical Test and Critical Result Reporting in Cardiac Investigations*.
- Participate proactively in the
- Ensure the quality of documentation in reports is in accordance with departmental standards.
- Participate as part of a multi-disciplinary team as appropriate, communicating and working in co-operation with other team members, communicating both verbally and / or in writing results, data interpretation and reports relevant to the MDT Clinical Team (e.g. Consultants etc.).
- Engage in clinical reviews, team meetings, case conferences, as designated by the Chief II Cardiac Physiologist.
- Ensure that duties in the department are carried out in a timely manner, in accordance with the time allocated.
- Be accountable for the maintenance of departmental policy and procedures, informed by latest professional standards, for self and other staff appointed to clinical / designated area(s).
- Be responsible for adhering to these standards and protocols and contribute to the development and maintenance of standards / strategies for quality improvement and outcome measurement.
- Ensure that all professional standards are maintained in relation to confidentiality, ethics and legislation.
- Operate within and seek opportunities to develop the scope of practice, as directed.

EDUCATION & TRAINING

- Participate in CPD including in-service training, attending / presenting (where possible) at conferences / courses relevant to practice and endeavor to contribute to research etc. as approved by the Chief II Cardiac Physiologist.
- Manage, participate and play a key role in the practice education of student Cardiac Physiologist(s). Partake actively in teaching / training / supervision of other students and attend practice educator courses as appropriate, approved by the Chief II Cardiac Physiologist.
- Ensure newly qualified staff have adequate induction and clinical supervision and assist in implementing annual staff development and performance review.
- Engage in support with peer Cardiac Physiologist(s) and designated Line Manager(s), as necessary and participate fully in the performance management process.
- Participate in the development of the local MMUH CPD programme including the performance of national and /or international accreditation examinations provided by British Society of Echocardiography, IBHRE or other bodies, as per identified departmental requirements.

RISK MANAGEMENT, HEALTH & SAFETY

- Promote and maintain a safe environment for staff and patients. Assist in the development and implementation of Risk Management and Health & Safety strategies in association with appropriate personnel.
- Report, investigate and take appropriate action in accordance with hospital policy in relation to complaints, accidents and risk management. Contribute to Risk Assessment.
- Ensure all policies and operational policies are understood by staff. Ensure compliance with standards. Monitor compliance with the standards.
- Implement and maintain a quality assurance programme for all equipment. Ensure all equipment is in good working order and cleaned as appropriate. Supervise use of ancillary equipment.
- Have a working knowledge of the 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.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

MANAGEMENT

- Contribute to the development of service plans, monitoring and reporting on their implementation and addressing issues arising as appropriate.
- Support as required, the Chief II Cardiac Physiologist in the implementation of initiatives aimed at on-going service development and improvement.
- Contribute to financial planning and ensure that appropriate budgetary control procedures are implemented.
- Manage use of consumables efficiently.
- Participate in human resource planning and recruitment and selection of staff as required.

- Liaise with the Chief II Cardiac Physiologist and designated Clinical Specialist Cardiac Physiologists on human resource issues, as appropriate, e.g. on the rotation of staff through the department to maximize the number of trained staff available.
- Promote good team working, and a culture that values diversity.
- Take an active role in advising on equipment selection, purchase, replacement or upgrading and be aware of the HSE Procurement Policy.
- Contribute to accurate records of equipment service, maintenance, malfunction, downtime and performance, as required, and assist in the co-ordination of preventative maintenance schedules in accordance with clinical demand.
- Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements and the Freedom of Information Act, GDPR, and render reports and other information / statistics as required.

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.

SKILLS, COMPETENCIES AND/OR KNOWLEDGE

PROFESSIONAL KNOWLEDGE AND EXPERIENCE

- ☐ A high level of clinical expertise, knowledge and evidence based practice to carry out the duties and responsibilities of the role in the area of specialism, in line with international best practice and standards.
- ☐ An advanced understanding of medical physics, cardiac biology, diagnostic and interventional equipment as appropriate.
- ☐ An ability to apply specialist knowledge to best practice.
- ☐ Knowledge of the signs and symptoms of a broad range of pathologies and trauma which are used as clinical indications for referral for imaging procedures.
- ☐ Demonstrate a high level of technical knowledge of hospital systems such as the PatientCentre EPR / Radiology Information System (RIS) and Picture Archive Communication System (PACS) / Cardiovascular Information System and an ability to troubleshoot equipment issues to ensure optimum image quality at all times.
- ☐ Maximises the use of ICT; computer skills particularly Microsoft Office, Outlook etc. and willingness to develop IT skills relevant to the role.

PLANNING AND MANAGING RESOURCES

- ☐ Develop clinical work with a focus on developing other research and educational responsibilities.
- ☐ Provides flexible interventions to meet the varied needs of individual service users.
- ☐ Demonstrates the ability to plan and manage the delivery of an optimum service in an effective and resourceful manner, within a model of person-centred care.
- ☐ Demonstrates a high level of initiative, flexibility and adaptability in response to workforce demands.
- ☐ Promotes the delivery of a holistic, user-focused approach, which encompasses a multi-professional and inter-professional perspective.

MANAGING AND DEVELOPING (SELF AND OTHERS)

- ☐ Demonstrates leadership and team skills including the ability to lead by example.
- ☐ Demonstrates a commitment to managing and developing self and others in a busy working environment.
- ☐ Deals positively and constructively with obstacles and conflict within teams.
- ☐ Demonstrates commitment to continuing professional development (CPD) and facilitates staff development by providing support such as; supervising, mentoring, coaching and formal development planning. Develops and/or implements systems to support a CPD culture within the service.

COMMITMENT TO PROVIDING A QUALITY SERVICE

- ☐ Leads on the design, delivery and implementation of a high quality, person centered service.
- ☐ Designs and develops new, innovative and non-traditional service delivery models which aim to promote a comprehensive and integrated quality service within evolving healthcare structures, overcoming any resource limitations.
- ☐ Demonstrates and promotes collaborate working relationships as well as having the ability to work independently and exercise a high degree of professional autonomy.
- ☐ Displays awareness and appreciation of service users and the ability to empathise with and treat others with dignity and respect.

EVALUATING INFORMATION AND JUDGING SITUATIONS

- Exercises a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user.
- Demonstrates the ability to effectively analyze and critically evaluate complex information and make appropriate decisions.
- Explains the rationale behind decisions confidently when faced with opposing or competing demands. Is objective but also aware of sensitivities in their approach.
- Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties and/or to respond to changing needs. Recognises how service constraints impact on service delivery.

COMMUNICATIONS AND INTERPERSONAL SKILLS

- Displays effective communication skills (written & verbal) e.g. presents written information in a clear, concise and well-structured manner / communicates complex information by tailoring the communication method and the message to match the needs of the audience.
- Demonstrates sound interpersonal skills including the ability to collaborate effectively with a wide range of people, colleagues, families, carers etc.
- Demonstrates sensitivity, diplomacy and tact when dealing with others and is patient and tolerant when dealing with conflict or negative attitudes from others.
- Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view.

POST SPECIFIC REQUIREMENTS

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	□ Undertaken relevant Post Graduate qualification(s)	□ Proven clinical background □ Additional Accreditation
EXPERIENCE	□ Successful completion of placement, as equivalent to the requirements of the IICMS	Experience of: □ Working with other agencies/HSE organisations
ORGANISATIONAL KNOWLEDGE	□ Familiarity with Irish health structures, services and processes. □ In addition it is essential that the post holder is interested and aware of HSE National Clinical Programmes and other initiatives where there is a potential impact on Cardiac Diagnostic Service Delivery.	
PROFESSIONAL KNOWLEDGE	□ A high level of clinical knowledge is essential including knowledge of Interventional Cardiac procedures. □ Good understanding of principles and practice of managing staff performance □ Evidence of continued professional development	□ Knowledge of performance management systems / KPIs □ Knowledge of change management & organisational development processes □ Training in project management
CORE COMPETENCIES	□ Ability to think and plan strategically □ Demonstrated Leadership skills □ Excellent verbal, written and communication skills □ Ability to relate effective and build productive relationships at all levels of a complex organisation □ Committed to self and staff development □ Ability to handle a diverse and challenging workload □ Ability to analyse complex problems and develop practical solutions	□ Experience of training delivery to staff in related clinical measurement field □ Evidence of creativity and innovation in a previous post □ Displays personal credibility and assertiveness to relate on terms of equality to senior medical and managerial staff □ Negotiation and influence skills
SPECIAL APTITUDES	□ A high level of numeracy and excellent IT skills – Word, Excel, PowerPoint are expected as data management is essential in this post. □ The use of IT systems such as PatientCentre / EchoPAC / CVIS, experience of managing equipment database and experience with QPulse document control systems are essential to managing an effective workflow.	

OTHER REQUIREMENTS SPECIFIC TO THE POST

CRITERIA

DESIRABLE

OTHER

- ☐ Access to appropriate transport to fulfil the requirements of the role.
- ☐ Willingness to participate in an on-call rota.

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 being called forward 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.

The HSE is an equal opportunities employer.

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 Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, Information for Candidates".

Codes of practice are published by the CPSA and are available on <https://www.hse.ie/eng/staff/jobs> in the document posted with each vacancy entitled "Code of Practice, Information for Candidates" or on <https://www.cpsa.ie/>.