



**CLINICAL NURSE MANAGER 2**  
**TRAUMA RECEPTION & EMERGENCY DEPARTMENT**  
*Emergency and Specialist Medicine Directorate*  
**MATER MISERICORDIAE UNIVERSITY HOSPITAL**

Closing Date: 25<sup>th</sup> of September 2026 Proposed Interview Date: 5<sup>th</sup> of October 2026

## 1. JOB PURPOSE

The Clinical Nurse Manager 2 (Trauma Reception) will have responsibility for managing and maintaining an environment which is always committed to ensuring a quality, safe and efficient care service experience for each patient. She/he will role model clinical and administrative expertise, particularly in the delivery of care to trauma patients, and will ensure compliance with regulatory, administrative and clinical standards, policies and procedures. She/he will play a pivotal role in the supervision and coordination of trauma care delivery which will align with the vision for a national trauma system. This will be delivered in accordance with the mission, philosophy, core values, evidenced based practice, and standards of the Mater Misericordiae University Hospital.

## 2. PRINCIPAL ACCOUNTABILITIES

### 2.1 Managerial responsibility

- The Clinical Nurse Manager 2 (CNM2) is accountable for the environment in which clinical nursing is practiced and facilitates an atmosphere of interactive management and the development of collegial relationships among nursing personnel and other healthcare staff.
- Plays a pivotal role in planning, co-ordinating and managing activity and resources within the clinical area which responds to the changing health needs of trauma patients.
- Participates in the management of the Emergency Department.
- Plays a pivotal role during an internal emergency or Major Incident.
- Leads a proactive commitment to developing and achieving Key Performance Indicators relating to the provision of an Emergency Trauma Service.
- Has responsibility for ensuring the effective utilisation of resources, and complies with regulatory quality and safety requirements.
- Adapts and deals with situations and manages expectations during periods of change.
- Plans, schedules and organises workload, ensuring proper distribution of assignments and efficient utilisation of appropriately skilled personnel, space, equipment and facilities within the unit.
- The role assumes HR responsibilities of supervising staff, ensuring staff competence, counselling staff including disciplinary actions, and assists with the interviewing and hiring of new employees.
- Manages staff absenteeism robustly.
- The CNM2 will commit to achieving a culture of excellence in Trauma Care which encourages collaborative working practices, thus promoting a safe, effective, timely, and high quality care service.
- Develops, maintains and continuously reviews standards of patient care in the unit and in collaboration with Staff Development Facilitators, devises and applies programmes for evaluating compliance and improving professional nursing standards of trauma care.
- Demonstrates a knowledge of, and commitment to, Clinical Audit.

### 2.2 Clinical

- Demonstrates advanced specialist knowledge of emergency nursing specifically in the area of Trauma Care and supports nursing staff in the on-going provision of optimal care for patients requiring emergency care.
- Employs clinical leadership practices that motivate staff to maintain a culture of excellence.
- Encourages collaborative working practices to promote a safe, effective, timely, and high-quality care service.
- Promotes quality care through the creation and revision of nursing policies, procedures and protocols in relation to trauma care using evidence based practice.

- Promotes an understanding of the health, social and economic factors which influence emergency attendances
- Ensures evidence based practice and research findings are utilised in the clinical environment.

## 2.3 Education

- Promotes a supportive clinical learning environment.
- Liaises with the Staff Development Facilitators/CNM1 / Advanced Nurse Practitioners / Centre for Nurse Education to facilitate professional development through the provision of specific teaching and learning opportunities.
- Encourages innovative learning opportunities based on present and future needs analysis.
- Facilitates in the orientation of new staff to the unit and ensuring their knowledge of key departmental and hospital policies e.g. Major Incident Plan.
- Participates in identifying the learning needs of nurses to meet defined objectives.
- Encourages utilization of learning resources.
- Devises, co-ordinates and maintains a record of on-going formal and informal education sessions.
- Is a role-model for best practice and serves as a resource person to staff.
- Keeps up-to-date with current trauma research and disseminates findings among nursing staff to ensure evidence-based practice and research utilisation.

## 2.4 Professional & Self-Development

- Applies interpretive and creative thinking in relation to the scope of your role and demonstrate a proactive and enthusiastic approach to embedding this in practice.
- Showcases own professional development credentials and encourages the active and on-going professional development of nursing staff through education, practice development, clinical audits, performance management and portfolio development.
- Exhibits excellent IT skills – Word, Excel, PowerPoint
- Assists in maintaining BACE (Bord Altranais agus Cnáimhseachais na hÉireann) annual registration database for all nurses within the unit.
- Is responsible for robust systems that regularly review nursing policies and procedures with a particular focus on the quality of practice and management at department level.
- Seeks opportunities to establish and maintain a high level of co-operation, participation and close working relationships in the interest of the Trauma service through departmental, directorate and committee meetings, and wider connections.
- Engages in other duties appropriate to the post as may be assigned from time to time by the Hospital Authority through the Director of Nursing, Directorate Nurse Manager / CNM3

## 2.5 Advocacy

- Is a patient/staff advocate at professional and patient interest group meetings and represents their concerns, issues, decisions.
- Communicates effectively and demonstrate insight of existing and desired resources/services which help patients and their families affected by traumatic incidents.
- Demonstrates competency and confidence in leading change, liaising with departments and individuals to improve and minimize problems experienced by patients.

| 3. PATIENT FLOW                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |
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| <ul style="list-style-type: none"> <li>• Develops and implements initiatives to ensure optimal patient flow processes within the unit.</li> <li>• Evaluates the admission and transfer arrangements of service users and implements improvement protocols as required.</li> <li>• Provide regular timely reporting of patient flow and resource utilisation to the ADON ED Patient Flow, CNM3, DNM and Patient Flow Manager and other key clinical decision-makers and hospital management, as appropriate.</li> <li>• Analyses and monitors trends of admission and transfers in the unit and highlight the wider implications for acute services.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |
| 4. QUALITY ASSURANCE/RISK MANAGEMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |
| <ul style="list-style-type: none"> <li>• Ensures that effective safety procedures are developed and managed to mitigate risk and prevent incidents or accidents occurring.</li> <li>• Ensures within the unit that effective leadership and systems are in place for the routine evaluation of infection control data, compliance with hygiene and other audits and the hospital's infection control policies and procedures.</li> <li>• Ensures that the unit has an effective process for risk assessment and risk reduction.</li> <li>• Is responsible for ensuring that adverse incidents involving nursing care within the unit are investigated promptly, respecting confidentiality, taking preventative action to ensure that procedures are adhered to and fully implemented.</li> <li>• Co-ordinates with clinical engineering, technical services, maintenance and external suppliers to ensure equipment is serviced and validated as per regulations.</li> <li>• Liaises with the hospital IT department and external providers to maintain and update electronic reporting and monitoring systems.</li> <li>• Utilises these electronic systems to provide audit data to help comply with accrediting and regulatory bodies monitoring and quality improvement programs.</li> </ul> |  |
| 5. POLICIES & PROCEDURES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |
| <p>The Clinical Nurse Manager must be conversant with and adhere to hospital policies:</p> <ol style="list-style-type: none"> <li>A. Health, Safety and Welfare at Work legislation</li> <li>B. Hospital Fire Policy</li> <li>C. Hospital Infection Control Policies</li> <li>D. Data Protection and Freedom of Information Legislation</li> <li>E. Hospital Grievance and Disciplinary Procedures</li> <li>F. Risk Management Policies</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |
| 6. GENERAL INFORMATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
| <p><b>Reporting Relationship</b></p> <ul style="list-style-type: none"> <li>➤ Professionally accountable to the Director of Nursing</li> <li>➤ Report to the Clinical Nurse Manager 3 / Directorate Nurse Manager</li> <li>➤ Clinical Issues: Consultants in Trauma/Emergency Medicine.</li> </ul> <p><b>Hours of Duty</b><br/>Monday-Sunday (37.5hrs/week) including night shifts</p> <p><b>Annual Leave:</b> As per national agreement</p> <p><b>Terms and Conditions:</b> National terms and conditions of employment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  |

| Person Specification    |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                  |
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| Requirements            | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                       | Desirable                                                        |
| Qualifications          | <p>Candidates must be registered in the General Division of the Register of Nurses kept by the Nursing and Midwifery Board of Ireland (NMBI) or entitled to be so registered</p> <p>Degree in Nursing</p> <p>MSc Nursing</p> <p>Post Graduate Course in Emergency Nursing (QQI Level 9 or equivalent)</p> <p>Successful participation/certification in recognised Trauma Course e.g. ETC (Nurse observer), ATNC, TNCC.</p>                      | <p>Post Graduate education in Leadership /Nursing Management</p> |
| Experience              | <p>Have at least 5 years post registration experience of which 4 must be in Emergency Nursing</p> <p>Management experience within Emergency Department</p> <p>Demonstrates a depth and breadth of experience in the nursing management of trauma patients.</p>                                                                                                                                                                                  |                                                                  |
| Skills and Competencies | <p>Demonstrate an understanding of A Trauma System for Ireland and trauma system configuration</p> <p>Demonstrate theoretical and clinical knowledge appropriate to the complexity of the post</p> <p>Demonstrate a commitment to providing a quality service and measuring quality outcomes</p> <p>Demonstrate effective interpersonal and communication skills including the ability to present information in a clear and concise manner</p> |                                                                  |

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|  | <p>Demonstrate effective organisational skills including time management</p> <p>Demonstrate problem solving and decision making skills</p> <p>Demonstrate flexibility and adaptability</p> <p>Demonstrate effective leadership skills and personal motivation</p> <p>Demonstrate experience of team management</p> <p>Demonstrate commitment to personal and professional development</p> <p>Demonstrate knowledge of and/or experience of change management</p> <p>Demonstrate a knowledge of Clinical Audit.</p> |  |
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**NOTE:** This is an outline of the Clinical Nurse Manager 2 role and will be subject to review. The post holder may be required to undertake additional duties and responsibilities as requested by the Directorate Nurse Manager.