

Job Title & Grade	Clinical Nurse Education Facilitator (Clinical Nurse Manager 2 Grade) - Paediatric Critical Care Unit (PCCU)
Campaign Reference #	103746
Closing Date	Friday the 25 th of September 2026 at 23:45pm
Duration of Post	Permanent Contract 0.84 WTE
Advertisement Type	Internal / External
Specific T&C's of post	31.50 hours standard working week/ shift work required 5/7 Annual Leave: 25-28 days per annum pro rata 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	PCCU – CHI Temple Street. This post holder will cover both the General Paediatric Critical Care Unit and the Cardiac Critical Care Unit when located at the National Children's Hospital Ireland.
Reporting Arrangements	This post will report to the Clinical Nurse Manager 3 and will also be accountable to the Assistant Director of Nursing and Director of Nursing.
Key Working Relationships	The post holder will work closely with: • Clinical Nurse Managers II, III (cross site); • Clinical Education Nurse Facilitators (cross site) and academic partners; • Assistant Director of Nursing; • Nursing Team; • Medical Team; • Multidisciplinary teams; • Nurse Practice Development Team; • Clinical Placement Coordinator; • Allied Healthcare Professionals; • Medical Reps. <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 co-ordinate and facilitate the creation of a clinical environment that fosters professional growth and development of staff and student nurses within Paediatric Critical Care. The CNEF is responsible for the management, co-ordination and delivery of education in their assigned clinical area, ensuring the provision of a high quality, evidenced based clinical learning. Facilitate the development of nursing staff, by means of orientation of new staff and providing in-service training. Facilitate the education and supervision of student nurses, new and existing staff nurses and HCAs in collaboration with CNM II's and CNM III's. Assist staff members in ensuring that individual staff, student nurses and HCAs are kept informed of their progress and encourage feedback, recognize strengths and weaknesses and the potential need for further clinical training and experience. Promote high standards of care through demonstration of clinical expertise. Ensure confidentiality on all matters and information obtained during the course of employment. Facilitate the development of best practice documentation, standards and guidelines in order to optimise use of resources and to ensure compliance with specific departmental accreditation and regulation requirements. Work closely with the Paediatric Critical Care Foundation Course Co-ordinator to help students achieve their optimum. Be the link CNEF for the Post Graduate courses linking with universities to help deliver the various programmes. <i>The successful candidate will 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: Clinical Component: The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. Act as a role model and promote excellence in clinical practice, and development of nursing staff clinical skills.

	• Develop clinical expertise to a level that facilitates the development of others. • Collaborate and negotiate with the Clinical Nurse Manager 2&3s, and other appropriate nursing personnel in ensuring nursing staff are assessed and found competent in practices relevant to the clinical area. • Guide, direct and educate staff in the management of patient care in the Critical Care Units. • Collaborate and negotiate with the shift leaders and other appropriate nursing personnel in ensuring nursing staff and HCA's are assessed and found competent in nursing practices relevant to Paediatric / Cardiac Critical Care. • Ensure that nursing care is based on the latest research findings and constitutes best practice and act as an expert clinical resource for nursing staff. • Collaborate with the Clinical Nurse Manager IIIs and shift leaders regarding preceptorship to ensure adequate clinical support. • Facilitate the development of learning plans and take a lead role along with the shift leaders from initial assessment through to conclusion. • Facilitate staff / students to inter-link theory with practice. • To support preceptors in ensuring on-going supervision and assessment of integrated degree programme, post registration and seconded students. • Contribute effectively to the process of change management and innovation. • Become involved in education forums within the hospital as appropriate. • Represent the hospital as external conferences / study days. • Work alongside staff / students with assigned caseloads in assessing, planning, implementing and evaluating patient care. • Encourage all nurses to act as resources to each other, to contribute to teaching and learning and the development of clinical nursing practice within the ward/unit. • Support team learning by leading regular simulations. • Develop guideline and policy documents, in line with best practice guidelines. • Provide support and guidance to all staff where appropriate and support staff with their teaching and assessing role. • Facilitate the learning objectives of the students partaking in the cross site Foundation Programme and Critical care course. • Assist in the creation and delivery of theoretical content for the PICU Orientation Programme, PICU Foundation Programme and Paediatric Critical Care course. • Assist in the clinical assessment of PICU foundation programme and critical care post graduate students. • Work in conjunction with CHI Crumlin teams to integrate care delivery across site for the new children's hospital.
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	Educational Component: • Design, implement and update staff and student orientation, and information and learning packages for clinical area in conjunction with the Clinical Nurse Manager III, shift leaders, CNEF, NPDU, and CCNE. • Facilitate staff development and training programmes in all aspects of paediatric critical care. • Ensure that learning opportunities, objectives and outcomes appropriate for assigned clinical practice area are available and revised as necessary. • Deliver specialist educational sessions, within your scope of practice at study days. • Provide lectures and support on in-service study days and to higher diploma / seconded students where appropriate. • Ensure that learning opportunities, objectives and outcomes appropriate for assigned clinical practice areas are available and revised as necessary. • Facilitate new nursing techniques and be innovative in their application using research methodology in association with NPDU as appropriate in the specific clinical area. • In consultation with the Clinical Nurse Manager/s develop professional development plans for individual staff / student nurses by assessing and identifying teaching and development needs through observation of the nurse in practice and assisting the nurse to identify their own learning needs. • Promote evidence based research. • Advise and support staff in relation to their professional development and educational opportunities. • Facilitate staff to become involved in evidence based research practice initiatives. • To maintain and expand own knowledge on local, national and international professional nursing practice issues. • Be actively involved in the continuous assessment and support of staff working across Critical Care areas. • Provide support and guidance for programme students with their directed work. • Liaise with the Clinical Nurse Specialists and Research / Audit nurses in the education of staff in relation to their fields of clinical expertise. • Teach and demonstrate clinical skills, encourage staff / student nurses to analyse information, interpret patients' condition and develop clinical decision-making skills. • Supervision, teaching, assessment and continuous on-going feedback are incorporated within the role. • Co-ordinate a link nurse / mentorship / preceptorship system to ensure adequate clinical support. • In conjunction with the Clinical Nurse Manager/s facilitate the organisation of attendance at mandatory in-service study days. • Assume responsibility for own self-development, continued education and clinical credibility. • Discuss present performance and future needs during appraisal with the Clinical Nurse Manager 3.
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	- Actively engage in delivering and supporting the foundation programme/ post graduate programmes offered within clinical area. Management Component: - Provide high level of professional / clinical leadership. - Demonstrate forward thinking and embrace, lead, facilitate and implement change. - Assist clinical staff with the implementation of quality improvements through standard setting, audit and evaluation. This may include leading on quality initiatives. - Appraise the Clinical Nurse Manager II & III / ADON on all issues relating to performance issues. - Participate in staff appraisal, discuss individual staff progress with Clinical Nurse Managers as necessary and advice on next stage of development and level of responsibility that might safely be assigned. - Participate in the recruitment and retention of nursing staff. - Promote a safe environment in accordance with health and safety regulations, risk management and the hospitals incident reporting systems. - Present a positive department and nursing image. - Maintain a positive and reasonable manner when dealing with challenging situations. Demonstrate excellent time management skills. - Contribute to formulation, development and implementation of policies and procedures at local and hospital level. - Become involved in hospital committees as appropriate (Nurse Practice, Education & Training, Drugs & Therapeutics etc.). - Provide career and academic guidance when appropriate. - Establish a system to maintain appropriate records of education carried out. - Provide an environment of mutual respect, partnership, support and trust. - Communicate efficiently and effectively and facilitate communication across the multidisciplinary team. - Facilitate team building and become competent in dealing with interpersonal / professional conflict. - Represent the views of others by acting as an advocate for staff, students, children and parents. - Deputize for the CNM III in the event of their absence. Communication Component: - Maintain and promote good communication channels with all levels of staff throughout the critical care areas and educational teams. - To be involved in education of effective communication channels for nurses and HCA's. - Promote good communication skills both written and verbally.
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- Demonstrate sensitivity, tolerance and tact when dealing with colleagues, patients and guardians.
- Facilitate effective communication with CNMs / CNEF as necessary, ensuring confidentiality is respected and maintained at all times.
- Maintain collaborative networking and communication on a proactive basis to support patient flow.
- Facilitate team building and staff motivation across all disciplines and staff.
- Highlight child protection issues / child welfare concerns in a prompt manner to the appropriate teams and ensure all aspects of mandatory reporting are adhered to.
- Act as a patient advocate through communication, negotiation and representation of the patient's values and decisions in collaboration with other professionals and community resource providers.
- Encourage staff in the hospital to speak up and report concerns identified for the safety and welfare of patients in the hospital.

Professional Component:

- Exercise professional accountability as guided by the Code of Professional Conduct of Nursing and Midwifery Board of Ireland.
- Ensure confidentiality of all information gained during the period of employment.
- Ensure in-depth knowledge regarding the hospital's disciplinary and grievance and dignity at work guidelines, policies and procedures.
- Assume responsibility for own professional development in conjunction with line manager.
- Actively participate in Clinical Nurse Educator Facilitator meetings.

RESEARCH / INFORMATION TECHNOLOGY

- Prepare nurses to think critically, to be research minded, to take increased responsibility for their own learning and to have a positive attitude to continued education.
- Keep up to date with current relevant research to ensure evidence based practice and research utilization within clinical practice.
- Disseminate this knowledge and enable the implementation of evidence into practice in order to provide up to date evidence based care.
- Contribute to nursing research relevant to area of practice.
- Audit current nursing practices, set standards and evaluate improvements.
- Provide activity reports as requested.

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

	<i>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>		
Specific Requirements / Exposures for this post:	Includes (tick all that apply): ☐ Driving ☐ Working at height ☐ Regular VDU work ☒ Night working ☒ Food handling ☐ Working with Ionising radiation ☐ Other (please specify): ☐ None Applicable:	Exposure to (tick all that apply): ☐ Noise (>80dBA) ☒ Cytotoxic drugs ☒ Respiratory sensitisers ☒ Vibrating equipment ☐ Other (please specify): ☐ None Applicable:	Consists of (tick all that apply): ☒ Contact with patients ☒ Patient moving and handling ☒ Inanimate moving and handling ☒ Exposure Prone Procedures (EPP) ☒ Work in Haemodialysis ☒ Work in confined spaces ☐ Other (please specify): ☐ None Applicable:
Eligibility criteria, qualifications and experience	<u>Essential Criteria:</u> • Be registered on the Children's Division of the live register of nurses & midwives maintained by the Nursing and Midwifery Board of Ireland (NMBI); • 5 years post registration experience, of which 3 must be in PCCU; • Post graduate qualification in Paediatric Critical Care Nursing, ranked at level 9 on the National QQI Educational Framework; • Demonstrate evidence of continuing professional development. • Experience in the supervision of staff and students; • Ability to co-ordinate effectively; • Ability to communicate efficiently and effectively; • Ability to work as an autonomous practitioner and as part of a team. • Ability to persuade and influence others. <u>Desirable Criteria:</u> • Recognised education qualification; • A relevant Master's degree; • CVVH / ECLS experience.		

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 Friday the 25th of September 2026 at 23:45pm. 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: Ms. Susan Kearns, CNM3 PCCU, by email: susan.kearns1@childrenshealthireland.ie, or by phone: 01 878 4737 / 087 4704996 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 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
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	• 6th September 2027 • 4th October 2027 • 1st November 2027 • 6th December 2027
Information on “Non-European Economic Area Applicants” is available from 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.	

Does the post above identified for filling come within the definition of an Exposure Prone Procedure (EPP) Post? (Tick below as appropriate)	
YES ☒	NO ☐
Exposure Prone Procedure (EPP) Post Assessment of Post in line with the ‘Integrated Guidance on Health Clearance of Healthcare Workers and the Management of Healthcare Workers Living with Bloodborne Viruses (Hepatitis B, Hepatitis C and HIV, 2025’)	

Exposure Prone Procedures (EPPs) are defined in the national guidance as: 'invasive procedures where there is potential for direct contact between the skin, usually finger or thumb of the healthcare worker and sharp objects or surgical instruments – such as needles, sharp body parts (for example fractured bones) spicules of bone or teeth – in body cavities or in poorly visualised or confined body sites, including the mouth of the patient'.

All staff hired, transferred or promoted into an EPP post will be required to provide evidence via Occupational Health service of their freedom from infection in line with this national guidance. No appointment will be made in the absence of such evidence. EPP workers with previous EPP clearance prior to November 2025, may require further clearance in line with this updated guidance, so should submit details of previous clearance in line with section 9 of this form. The guidance is available here <https://www.hpsc.ie/a-z/bloodbornevirus/>

Detailed information on those categories of staff and procedures coming under the scope of the EPP definition is available from the Area Recruitment Unit. If there is any doubt about whether the post you have identified above comes within the definition of an EPP post, expert advice should be sought from the Occupational Health Service.