

Job Title & Grade	Clinical Nurse Education Facilitator (CNM2 Grade) – Maple Ward
Campaign Reference #	103983
Closing Date	Wednesday the 30th of September 2026 by 23:45pm
Duration of Post	Specified Purpose Contract
Advertisement Type	External/Internal
Specific T&C's of post	37.5 hours standard working week/ shift work required Annual Leave: 25-28 days per annum 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	CHI at Tallaght
Reporting Arrangements	This post will report to; • Caitriona Dennehy ADON practice development • Blaize Whelan ADON CHI at Tallaght • Barbara Collins CNM 3 CHI at Tallaght
Key Working Relationships	The post holder will work closely with: • CNM 2 colleagues, • CNM 3 • Assistant Director of Nursing • Clinical Bed managers

	• CNF colleagues • Nurse Practice Development (NPD) Team • Clinical Placement Co-ordinators • Medical Colleagues • Allied Healthcare Professionals • Staff nurses and student nurses in the clinical area <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 manage the clinical educational needs within the department. • Lead, co-ordinate and facilitate the creation of a clinical environment that fosters professional growth and development of staff nurses and nursing students. • Facilitate the development of nursing staff, by means of orientation of new staff and continuous professional development and in-service training of all staff. • Facilitate the supervision of newly qualified staff and new staff joining the team in collaboration with CNM2's and CNM3's. • Assist staff members in ensuring that individual staff and nursing students are kept informed of their progress and encourage feedback, recognise strengths and weaknesses and the potential need for further clinical education, training and experience. • Promote high quality 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 documentation, standards and guidelines best practice in order to optimise use of resources and to ensure compliance with statutory requirements. • Support clinical staff to prepare and develop competency for the new digital hospital. • Encourage and support the development of quality improvement projects within the clinical area. <i>The successful candidate may 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: • The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. Clinical Component: • Develop clinical expertise to a level that facilitates the development of others. • Act as a role model and promote excellence in clinical practice, and development of nursing staff clinical skills. • Collaborate and negotiate with the CNM 2, and other appropriate nursing personnel in ensuring nursing staff are assessed and found competent in nursing practices relevant to clinical area. • Facilitate the development of learning plans and take a lead role with the CNM 2 from initial assessment following appointment of new staff through to conclusion of probationary period and beyond as necessary. • Collaborate with the CNM 2 to ensure appropriate clinical support for new nursing staff. • Support Preceptors at clinical practice level to ensure on-going supervision and assessment of all nursing students on clinical placement. • Work alongside staff/students with assigned caseloads in assessing, planning, implementing and evaluating patient care. • Promote and implement evidence based nursing practice within the clinical area. • Contribute effectively to the process of change management and innovation. • Support the implementation of quality improvement initiatives. • Contribute to audit of clinical practice, for example PEWS audit, audit of sepsis management, and the implementation of any action plans arising from same. Educational Component: • Lead orientation, preceptorship, staff development and training programmes in the clinical area. • Design, implement and update staff and student orientation and information packages and clinical induction programmes appropriate for clinical area in conjunction with the CNM 2 and NPD Team. • Deliver educational sessions as appropriate, within the post holder's scope of practice at study days / in-service education. • Facilitate all staff to achieve their full potential • Attend / present at both National / International Conferences as appropriate.
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	• 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 collaboration with NPD Team as appropriate in the specific clinical area. • Promote evidenced based research and practice. • Teach and demonstrate clinical skills, encourage staff/ student nurses to analyse information, interpret patients conditions and develop clinical decision making skills. • Supervision, teaching assessment and continuous on-going feedback are incorporated within the role. • Facilitate audit of nursing practice and documentation (Quality care metrics) in liaison with NPD Team, and support the development and implementation of associated action plans. • Contribute to organisation orientation programme as appropriate. • Develop professional development plans for individual staff with the CNM's by assessing and identifying teaching and development needs through observation of the nurse in practice and assisting the nurse to identify his/her own learning needs. • 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. • Liaise with the Clinical Nurse Specialists and Advanced Nurse Practice Management component: • Provide high level of professional/ clinical leadership • Assist clinical staff with the implementation of quality improvements through standard setting, audit and evaluation. This may include leading on quality initiatives. • Actively lead and develop nursing practice guideline development for the clinical area in collaboration with CNM 2 and NPD Team. • Develop policy documents, standards of care and protocols in line with best practice guidelines. • Maintain all training records for all nursing staff on assigned clinical practice area in partnership with CNM 2 and Nursing Human Resources. • Act as a change agent for nursing staff within the clinical environment. • Participate in the recruitment and retention of nursing staff.
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	• Promote a safe environment in accordance with health and safety regulations, risk management and the organisation's incident reporting systems. • Present a positive and professional clinical area / department and nursing image. • Maintain a positive and reasonable manner when dealing with challenging situations. • Demonstrate excellent time management skills. • Assume responsibility for own self-development, continued education and clinical credibility. Communication: • Demonstrate good communication skills, both written and verbal, with all members of Multidisciplinary Team. • Demonstrate sensitivity, tolerance and tact when dealing with colleagues, patients, guardians and their families. • Become involved in hospital committees as appropriate • Provide career and academic guidance when appropriate • 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. • It is the responsibility of all staff in the organisation to report any concerns they may have for the safety and welfare of patients in CHI. The post-holder will be fully informed of Children First: National Guidelines for the Protection and Welfare of Children (2017). Professional Component: • Exercise professional accountability as guided by the Code of Professional Conduct of the Nursing and Midwifery Board of Ireland. • Ensure confidentiality of all information gained during the period of employment. • Ensure in-depth knowledge regarding the organisation's disciplinary, grievance and Dignity at Work guidelines, policies and procedures. • Assume responsibility for own professional development in conjunction with line manager • Develop the appropriate skills to partake in future professional development planning. • Continually monitor, audit and evaluate the role of CNF in education and professional development of nursing staff at ward level. • Actively participate in ward meetings.
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	<i>The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.</i>		
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	Essential Criteria: • Must be on the live register in the Children's Division of the Register held by the NMBI or be entitled to be so registered, And • Have 5 years post registered experience with a minimum of 2 years in children's nursing Or • Be registered in the General Division of the Register held by the NMBI with 5 years children's nursing experience. And • Be currently in children's nursing practice. • Have a relevant professional academic qualification of not less than level 8 on the National Framework of Qualifications in the specialist area. • Have experience in the supervision of nursing staff and students. • Have experience and knowledge of the recognition and management of the acutely ill child, including but not limited to identification of the deteriorating child. • Have the clinical, managerial and administrative capacity to properly discharge the functions of the role.		

	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 2026 & 2027 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 • 6th September 2027 • 4th October 2027 • 1st November 2027 • 6th December 2027
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	Information on “Non-European Economic Area Applicants” is available from https://dbei.gov.ie/en/ Children’s Health Ireland is legally required to verify that all staff have the right to work in Ireland before they begin employment, regardless of nationality or immigration status. This right-to-work check is also necessary when an individual re-joins CHI or when their immigration permission or employment permit is due to expire. Permit holders can change their permit employer to CHI after a period of nine months has passed since commencing their first employment permit in the State. The change of employer applies to the General Employment Permit (GEP) and to the Critical Skills Employment Permit (CSEP). The change is required to be completed as part of pre-employment clearance. All Permits and Change of Employer applications are processed on the Employment Permits Online. Some recruitment campaigns may be open to candidates who are not citizens of the EEA, Switzerland, or United Kingdom. You can consult the Critical Skills Occupational List see if your profession is currently eligible under this route.
	The programme outlined for Children’s Health Ireland may impact on this role and as structures change the job description may be reviewed. Children’s Health Ireland is an equal opportunities employer.

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.	