



**Clinical Nurse Manager 2 (Clinical Facilitator Medical Services)
Job Specification & Terms and Conditions**

Job title, grade code	Clinical Nurse Manager 2 (Clinical Facilitator Medical Services) Bainisteoir Altranais Cliniciúil 2 (Éascaitheoir Cliniciúil – Seirbhísí Leighis) (Grade Code: 2119)
Remuneration	The salary scale for the post is (01/06/2026): €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	26UHWN0609
Closing date	05.10.2026 at 2pm We recommend that candidates submit their application a minimum of 1 hour before the closing date and time to ensure their application form has been uploaded successfully to Rezoomo. Applications will not be accepted after this date and time; no exceptions will be made
Proposed interview date (s)	To be confirmed
Taking up appointment	A start date will be indicated at job offer stage.
Location of post	University Hospital Waterford incorporating Kilcreene Regional Orthopaedic Hospital The current vacancy is temporary and whole time . A panel may be formed as a result of this campaign from which current and future, temporary and specified purpose vacancies of full or part-time duration may be filled.
Informal enquiries	Jackie Whelan Assistant Director of Nursing University Hospital Waterford Tel: 051 – 842295 Email: Jackie.Whelan@hse.ie
Reasonable Accommodations	Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email Laura Ferguson, Campaign Lead laura.ferguson@hse.ie
Details of service	University Hospital Waterford (UHW) is a Model 4 hospital and provides a broad range of acute and regional services to the population of the South East. UHW is one of the 8 National Cancer Centres, and is a designated teaching hospital of UCC and the Royal College of Surgeons of Ireland. In partnership with South East Technological University (SETU) pre-registration and post-registration education and training for nurses is provided. Similarly in partnership with the University of

	Limerick, direct entry midwifery students undertake their internship year on the University Hospital Waterford site. The following specialities are provided at UHW:- • Gynaecology and Obstetrics • Paediatric Services including Regional Neonatal Intensive Care Unit • Critical Care • Emergency Medicine • General Medicine including Medicine of the Elderly • Endocrinology, Cardiology, Nephrology and Acute Coronary Syndrome Medicine • Cancer surgery • General Surgery, Urology and Vascular Surgery • Regional ENT and Ophthalmology • Regional Orthopaedic Trauma Services • Radiography including MRI and C.T. Scanning Service • Designated Cancer Centre providing Haematology and Oncology Inpatient and Day Services • Palliative Care • Sexual Assault Treatment Unit University Hospital Waterford is one of the eight designated cancer centres. The oncology services in UHW provide services for cancer patients from Kilkenny. South Tipperary, Wexford and Waterford.
Reporting relationship	Reports to the CNM 3 Accountable to the Assistant Director of Nursing and Director of Nursing.
Purpose of the post	The purpose of this Clinical Facilitator post in the Medical Service's is to: • To assist in supporting the Nursing Staff throughout the Medical Services with ongoing development of their skills and competencies in line with the most up-to-date evidence-based practice. • To provide professional nursing skills in assessing, planning, implementing and evaluating patient care where care, compassion, trust and learning are the foundations in the provision of patient care. A key element of this post is the clinical expertise of the post holder. It is envisaged that the post holder will be an excellent resource for all nursing staff throughout the Medical Services.
Principal duties and responsibilities	<u>Professional/Clinical</u> The Clinical Nurse Manager 2 (Clinical Facilitator – Medical Services) will: • Directly engage in clinical practice, providing one-to-one and group educational sessions with Nursing Staff and Health Care Assistants in order to maintain, up skill and develop competencies in all relevant nursing skills. • Act as a reference source of clinical expertise for the Nursing Staff and Health Care Assistants throughout the Medical Services. • Provide a quality educational and supportive service to Nursing staff and Health Care Assistants. • Provide a high level of professional and clinical leadership. • Work within a multidisciplinary team in the provision of a safe, effective high quality service.

	• Development, co-ordination and active participation of up-to-date educational/clinical programmes for relevant staff. • Be aware of the advances in nursing practices and be supportive of the development of the profession. • Ensure adherence to all standards and guidelines relating to professional nursing practice according to hospital policies and the Nursing and Midwifery Board of Ireland. • Promote the expansion of the role of the Nurse within the Medical Services. • Initiate, encourage and participate in nursing research as required. • Lead, facilitate and participate in audit of clinical practice and be responsible for implementing actions in response to audit findings. • Be familiar with national and local report findings and recommendations and be involved in the implementation of recommendations at local level. • Ensure appropriate liaison and communication with the Nurse Practice Development Unit and all members of the multidisciplinary team as necessary. • Participate in the development, formulation and evaluation of policies, protocols and guidelines to enhance a quality service. • Operate within the scope of practice - seek advice and assistance from his / her manager with any cases or issues that prove to be beyond the scope of his / her professional competence in line with principles of best practice and clinical governance. <u>Liaison and Communication</u> The Clinical Nurse Manager 2 (Clinical Facilitator – Medical Services) will: • Support Clinical Nurse Manager/ Staff Nurses competency development as appropriate. • Liaise closely with Clinical Nurse Managers for all specialties in relation to policy proposals, staff training and development. • Maintain open communication with all relevant staff. • Attend staff meetings and receive staff suggestions for improving systems and processes of working. • Develop good working relationships with all team members to promote quality patient centred care. • Promote an optimum learning environment for all students and staff members. • Promote effective nurse documentation in the department and maintain appropriate records. <u>Education & Training:</u> The Clinical Nurse Manager 2 (Clinical Facilitator – Medical Services) will: • Keep up to date with current research, ensure evidence-based practice and research is utilised and must contribute to nursing research that is relevant to his/her area of practice. • Maintenance of own clinical competence by active participation in clinical practice.
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	- Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate. - Assist or lead on clinical audits and formulate action plans. - Participate in the identification, development and delivery of induction, education, training and development programmes for nursing staff in the Medical Services. - Identify the educational needs in collaboration with the Nurse Practice Development Department. - Establish and maintain a mechanism of recording and co-ordination ongoing education. Support the implementation and maintenance of records systems for the training of nursing staff. - Plan, organise, supervise, assess, evaluate and monitor quality nursing standards and foster advance evidence based clinical practice and the clinical learning environment. - Reduce the theory practice gap, foster staff empowerment and increase autonomy over learning. - Educate and support staff, including the introduction and orientation of new staff in assisted by the Clinical Nurse Manager on the Unit - Supervise and contribute to competency attainment for staff nurses and Health Care Assistants in their development or expansion of roles. - Assist in the implementation of personal development planning in nursing services - Assist nursing personnel to maintain high levels of competence by enabling them to identify their personal professional goals, provide feedback, and facilitate achievement of personal development outcomes. - Implement and support the development of personal portfolios in collaboration with the clinical nurse manager, senior staff nurses, mentors and advocates <u>Management</u> The Clinical Nurse Manager 2 (Clinical Facilitator – Medical Services) will: - Comply with all relevant professional and statutory requirements (NMBI guidelines, Code of Conduct and Scope of Practice, HIQA Standards for Safer Better Healthcare (June 2012). - Adhere to and facilitate compliance with all relevant national, local and HR policies. - Provide professional and clinical leadership and vision and facilitate staff team building to provide planned care and develop educational strategies and service goals. - Maintain a quality standard of service. Lead on pro-active quality improvement and support accreditation. - Effectively educate staff on hospital, regional policies as applicable.
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	• Initiate relevant audits related to practice and participate in quality improvements initiatives. • Provide leadership and motivation which is conducive to good working relations and work performance. • Promote a culture that values diversity and respect in the workplace. • Lead and support on practice development within the clinical area. • Lead and support the implementation of change. • Promote, facilitate and participate in the development of nursing policies and procedures. Monitor as appropriate and lead on proactive improvement. • Support Clinical Nurse in the compliance with legal requirements, policies and procedures affecting service users, staff and other hospital matters. • Manage and promote liaisons with internal / external bodies as appropriate e.g., intra-hospital service and the community. • Maintain all necessary clinical and administrative records and reporting arrangements. • Engage in IT developments as they apply to service user and service administration. • Plan work in line with the recommendations of the Quality & Clinical Care Programmes and focus on patient pathway of care. • Manage all resources efficiently and effectively within agreed budget. <u>Health and Safety</u> The Clinical Nurse Manager 2 (Clinical Facilitator – Medical Services) will: • Have a working knowledge of HIQA Standards as they apply to the role for example, Standards for Healthcare and National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards and record keeping. • Assist Clinical Nurse Managers and Staff Nurses in their development in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control, storage and use of Chemotherapeutic Agents, Controlled Drugs etc. • Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. • Ensure completion of incident/near miss forms / clinical risk reporting. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. 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
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	other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.
Eligibility criteria Qualifications and/or experience	Candidates must have at the latest date of application: 1. <u>Statutory Registration, Professional Qualifications, Experience, etc.</u> a) i) Are registered in the general division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered. And ii) Have at least 5 years post registration experience (or an aggregate of 5 years fulltime post registration experience) of which 2 years must be in the speciality of Acute Medicine/ Medical Nursing in the Acute Services. And iii) Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. And iv) Demonstrate evidence of continuing professional development. b) Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative capacity to properly discharge the functions of the role. 2. <u>Annual Registration</u> 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) Confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). 4. <u>Health</u> 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. 5. <u>Character</u> Candidates for and any person holding the office must be of good character.
Post specific requirements	- Have attained a post graduate qualification in Nursing at Level 8 relevant to the post. - Demonstrate experience of developing nursing practice as relevant to the post

Other requirements specific to the post	N/A
Additional eligibility requirements:	Citizenship requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify candidates must be eligible by the closing date of the campaign. Read more about Department of Enterprise, Trade & Employment Work Permits.
Skills, competencies and/or knowledge	<u>Professional Knowledge</u> <i>Clinical Nurse Manager 2 (Clinical Facilitator Medical Services) will:</i> • Demonstrate a good knowledge of the Health Service with particular reference to professional development issues, nurse education and practice development • Demonstrate a knowledge of Nursing and Midwifery Board of Ireland / Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board) • Demonstrate a broad knowledge of the developments in nurse education and practice • Demonstrate theoretical and clinical knowledge appropriate to the complexities of the post • Demonstrate practitioner competence and professionalism • Demonstrate evidence of reflective practice • A working knowledge of audit and research processes. • Demonstrate practitioner competence and professionalism • Demonstrate a willingness to develop IT skills relevant to the role. • Demonstrate a commitment to continuing professional development. Organisation and Management Skills <i>For example:</i> • Demonstrate the ability to plan and organise effectively. • Demonstrate the ability to manage deadlines and effectively handle multiple tasks. • Demonstrate an awareness of resource management and the importance of value for money. • Demonstrates flexibility and adaptability in their approach to work Building and Maintaining Relationships (<i>including Team Skills and Leadership Potential</i>) <i>For example:</i> • Demonstrate the ability to work on own initiative as well as part of a team • Adopts a collaborative approach to patient care by co-ordination of care / interventions and interdisciplinary team working. • Demonstrate strong interpersonal skills including the ability to build and maintain relationships. Fosters good professional work relationships between colleagues • Demonstrates the ability to lead on clinical practice.

	Commitment to providing a Quality Service <i>For example:</i> • Demonstrates a strong commitment to the delivery of quality service. • Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect. • Demonstrates integrity and ethical stance. • Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change. Analysis, Problem Solving and Decision-Making Skills <i>For example:</i> • Demonstrates evidence-based decision-making, using sound analytical and problem-solving ability. • Shows sound professional judgement in decision-making. • Takes an overview of complex problems before generating solutions; anticipates implications / consequences of different solutions. • Uses a range of information sources and knows how to access relevant information to address issues. • Demonstrate resilience and composure in dealing with situations. Communication Skills <i>For example:</i> • Demonstrate effective interpersonal and communication skills especially with regard to facilitation skills and counselling skills • Demonstrate effective communication skills including the ability to present information in a clear and concise manner; ability to facilitate and manage groups through the learning process; the ability to give constructive feedback to support learning
Campaign specific selection process Ranking/shortlisting / interview	A ranking and or shortlisting exercise may be carried out based on 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 Manager 2 (Clinical Facilitator Medical Services)

Terms and conditions of employment

Tenure	The current vacancy available is temporary and whole time. 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, 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. 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. * Public Servants not affected by this legislation: 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. In the HSE, all Mandated Persons under the Children First Act 2015 are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act 1998. You should check Schedule 2 of the Children First Act 2015 to see if you are a Mandated Person, and therefore

	a HSE Designated Officer, 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 need 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 managed appropriately 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](#).

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