

Job Title & Grade	Clinical Nurse Co-ordinator (CNM2 Grade) for Children with Life Limiting Conditions (CNC CLLC)
Campaign Reference #	104228
Closing Date	Tuesday the 6th of October 2026 at 23:45pm
Duration of Post	Specified Purpose Contract (Maternity Leave Cover)
Specific T&C's of post	37.5 standard working week 24-27 days Annual Leave 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	The post will be based in CHI at Crumlin with responsibility for patients in the catchment of Dublin South / Wicklow / Dublin SW
Reporting Arrangements	The post-holder: • Operational Responsibility -This post will report to Assistant Director of Nursing for the specialist area • Professional Responsibility-This post is professionally responsible to the Director of Nursing
Key Working Relationships	The post holder will work closely with: • Nursing, medical and administration colleagues in the Clinical Nurse Coordinators for Children with Life Limiting Condition services within CHI • Interagency teams within the service including Neurodisability and Palliative Care teams nationally • CNCs, GPs and PHNs nationally • Children and families attending the service • Other services within CHI (Specialist Palliative Care CNS and MDT, Nursing Teams, General Paediatrics, Inclusion Health) • Other professionals who may refer children and young people to the service <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 support a prioritised service need as outlined in <i>Palliative Care for Children with Life-limiting Conditions – A National Policy 2009</i>. Key objectives include: • Improved quality of life for children and their families • Improved co-ordination of services to children with life limiting conditions so that they can be cared for in the home setting as far as possible. • To facilitate education and training for health and social care professionals in collaboration with relevant stakeholders. • To act as an informed resource and link person for children and family carers and for health and social care professionals involved in the care of children with life-limiting condition • To link with Children's Primary Care Services, PHNs, Disability Services, Adult Specialist Palliative Care Teams and voluntary organisations. • To increase awareness of children's palliative care • To plan, implement, deliver and evaluate care for a caseload of children with life-limiting conditions and their families, in collaboration with local healthcare professionals/carers. This role will apply to both acute and community care settings • To increase awareness of children's palliative care
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. • Manage patient care to ensure the highest professional standards using an evidence based, care planning approach. • Provide a high level of professional and clinical leadership. • Be responsible for the co-ordination, assessment, planning, delivery and review of service user care by all staff in designated area(s). • Provide safe, comprehensive nursing care to service users according to the Code of Professional Conduct as laid down by the Nursing Midwifery Board of Ireland and Professional Clinical Guidelines • Practice nursing according to: ○ Professional Clinical Guidelines ○ National and Area Health Service Executive (HSE) guidelines. ○ Local policies, protocols and guidelines ○ Current legislation • Ensure that service users and others are treated with dignity and respect. • Maintain nursing records in accordance with local service and professional standards. • Adhere to and contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of patient care. • Evaluate and manage the implementation of best practice policy and procedures. • 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>Clinical Responsibilities Direct and Indirect Care</u> • Follow the recommendations and care-pathway included in Clinical governance and operational arrangements for supporting a model of care for children with life-limiting conditions towards the end-of-life in the community in Ireland (HSE 2021). • Manage own caseload in accordance with the needs of the post. • Participate in teams / meetings / committees as appropriate, communicating and working in co-operation with other team members. • Facilitate co-ordination, co-operation and liaison across healthcare teams and programmes. • Collaborate with service users, family, carers and other staff in treatment / care planning and in the provision of support and advice. • Communicate verbally and / or in writing results of assessments, treatment / care programmes and recommendations to the team and relevant others in accordance with service policy. • Plan discharge or transition of the service user between services as appropriate. • Identify, support the development, and implement clinical and nursing standards, protocols and guidelines consistent with the highest standards of patient care. • Collaborate with colleagues locally and nationally as required to support the assessment, planning, implementation, and evaluation of care for a caseload of patients within the hospital / regional paediatric unit and the community. • Having assessed their needs, and in collaboration with relevant medical professionals, will co-ordinate the provision of pain, symptom management, psychosocial and spiritual support for children with a life-limiting condition. • Provide informal bereavement support to families in conjunction with the wider multidisciplinary team, and where families need additional supports, discuss the possible services available and provide families with the necessary contact details. • Effectively manage, and where required prioritise time and caseload in order to meet changing and developing service needs. • Establish and maintain good working relationships with health and social care professionals involved in the provision of quality care to children with life limiting conditions. • Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of care and ensure that this service is in line with HSE requirements. Ensure that confidentiality in relation to patient records is maintained • Have a working knowledge of HIQA Standards as they apply to the role for example the National Standards for Better Safer Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene standards etc • Identify, manage and implement service changes as required. • Represent the specialist service at local, national and international meetings as required. • Contribute to the service planning process as appropriate.
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Child/Family Advocacy

- Have an understanding and consideration of the complexities of the family unit, supporting and respecting personal coping mechanisms, while encouraging family life.
- Ensure that the dignity of the child is maintained and respected at all times.
- Act as the child's advocate for the palliative care approach with health and social care services.
- Collaborate with health and social care professionals to address ethical issues.
- Collaborate with statutory and voluntary agencies to support the provision of optimum care.

Education and Training

- Take every reasonable opportunity to sustain and improve personal professional knowledge and competence with reference to the NMBI Scope of Nursing Practice Framework, the HSE Palliative Care Competence Framework and NMBI Code of Professional Conduct.
- 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.
- Participate in the identification, development and delivery of induction, education, training and development programmes for nursing and non-nursing staff.
- Be engaged with and implement developmental plans for the role in line with local and national requirements
- Educate and supports families, health and social care professionals, and voluntary services on the care needs of children with life limiting conditions, including symptom management and end-of-life care.
- Supervise and assess student nurses and foster a clinical learning environment.
- Attend study days and conferences in order to keep abreast of developments in children's nursing, life limiting illness, palliative care, and related subjects. And where possible present at study days and conferences in promoting PPC and care of the child with a Life Limiting Conditions.
- Liaise with the relevant education providers and participate in teaching on appropriate professional programmes for pre- and post-registration nurses and allied health and social care staff.
- Assist in developing education materials e.g. information leaflets and booklets for parents and children relating to their conditions, with their interdisciplinary teams.

Research & Audit

- Continually monitor and audit the activities of the service to ensure it reflects current needs and is operating effectively and efficiently.
- Participate in data collection to support service provision and own role. Collect, return and maintain the monthly Minimum Data Set and other statistical data of patient/service activity as required. Supply annual reports as required.

- Report accidents/incidents and complaints immediately to line management and the consultant in charge of the child and follow the hospital/regional paediatric unit and the community incident monitoring and complaints policy.
- Identify emerging clinical issues, techniques and skills and ensure they are incorporated into clinical practice through teaching and example.
- Monitor, access, utilise and disseminate current relevant research findings in order to advise and ensure the provision of informed evidence based practice in the care of children with life limiting conditions.
- Identify opportunities for nursing research. Publish work which will contribute to the development of services.
- Contribute to the monitoring and evaluation of the role of the Clinical Nurse Co-ordinator for Children with Life-limiting Conditions.

Informed Consultant

- To act, and be available as an informed clinical resource and consultant in order to promote improved patient management and continuity of care for children with life-limiting conditions. This will include supporting colleagues, members of the multidisciplinary team in the hospital/regional paediatric unit, national children's hospitals, GPs, PHNs, disability services, specialist palliative care services and voluntary services as required.
- To accept referrals and to refer in accordance with local and national guidelines
- To establish, standardise and monitor clear communication channels for consultations and information sharing with colleagues and families.

Quality, Safety and Risk

- Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety.
- Participate and cooperate with local quality, risk and safety initiatives as required.
- Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health and Safety Audits and other audits specified by the HSE or other regulatory authorities.
- Initiate, support and implement quality improvement initiatives which are in keeping with local organisational quality, risk and safety requirements.
- Contribute to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards.
- Ensure completion of incident/near miss forms and clinical risk reporting.

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.

Eligibility criteria, qualifications and experience	<u>Essential Criteria:</u> A) Candidates must, at the latest date for receipt of completed applications for the post: (i) Be registered in the Children's Nurse Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland And (ii) Have at least 5 years post registration experience of which a minimum of 2 years must be in the specialty or related area of life limiting conditions / palliative care And (iii) Demonstrate evidence of continuing professional development And 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. <u>Desirable Criteria:</u> • A Level 8 or higher post registration major academic award relevant to the specialist area (Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ). • Experience in managing organisational and professional change. • Experience in nursing and clinical audit.
Digital Health	Clinical Nurse Co-ordinator (CNM2 Grade) for Children with Life Limiting Conditions (CNC CLLC): Digital Health Technology is a key component to how CHI provides care to infants, children and young people, placing the patient, their parents/guardians at the centre of how they receive that care. Every episode of care will be supported by technology from referral to discharge and onwards to the, General Practitioner, Public Health Nurse and the Community services. As the CNM 2 you will lead and progress the nursing team to transition to a digital organisation. This will involve engaging with the digital health team and the Chief Nursing Information Officer to design workflows, implement new technology (e.g electronic health care record), facilitate education and training, promote innovation and research to enhance patient and staff 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 is 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 CV's and cover letter is **Tuesday the 6th of October 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;

Blaize Whelan ADON, CDA: blaize.whelan@childrenshealthireland.ie

Or

Ciara McGee ADON, CHI Crumlin: ciara.mcgee@childrenshealthireland.ie

For other queries relating to this recruitment process, please contact 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.

- 2nd November 2026
- 7th December 2026
- 4th January 2027
- 8th February 2027
- 8th March 2027

Information on "Non-European Economic Area Applicants" is available from <https://dbe.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.