

Job Title & Grade	Clinical Nurse Manager 2 – Spina Bifida & Lower Limb Orthopaedic Service
Campaign Reference #	104395
Closing Date	Thursday, 8 th of October 2026 at 11:45pm
Duration of Post	Specified Purpose Contract
Advertisement Type	Internal/External
Specific T&C's of post	37.5 standard working week/ shift work required 25 – 28 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	Children's Health Ireland
Reporting Arrangements	This post will report to the Assistant Director of Nursing and accountable to the Director of Nursing.
Key Working Relationships	The post holder will work closely with : • Assistant Director of Nursing • Director of Nursing • Orthopaedic Consultants • Neurodisability / Spina Bifida Consultant Team • Neurosurgery Consultants • Neurosurgery Clinical Nurse Specialists • Neurodisability Multidisciplinary Team • Spina Bifida Urology CNS • Spina Bifida Multidisciplinary Team • Clinical Nurse Specialists • Clinical Nurse Managers on Surgical Wards and Outpatient Departments • Orthopaedic Service Audit Nurse • Operations Team, Clinical Directorate • Community Disability Teams • Regional and Maternity Hospitals • General Practitioners (GPs) • Public Health Nurses (PHNs) • Psychology Services

	• Social Work Services <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 provide safe, high-quality, evidence-based and family-centred nursing care and care coordination for children and young people attending the Spina Bifida and Lower Limb service. The post holder will support children with the complex and lifelong healthcare needs associated with Spina Bifida including, amongst others: hydrocephalus, VP shunt management, skin integrity, nutrition, lower limb orthopaedic surveillance, rehabilitation and transition to adult services. The CNM2 will provide specialist clinical leadership and act as an expert practitioner for children with Spina Bifida and associated lower limb orthopaedic conditions requiring surgical and non-surgical management. The post holder will work <i>with a team of nursing colleagues</i> to coordinate care across inpatient, outpatient and community settings, ensuring continuity of care throughout the patient journey. The role will have a <i>particular</i> focus on the assessment, coordination and management of children undergoing lower limb orthopaedic interventions, including reconstructive surgery, deformity correction procedures, tendon releases, osteotomies, casting programmes, orthotic management, gait optimisation and long-term musculoskeletal surveillance. The post holder will: • Be responsible for the oversight and coordination of nursing care for children and young people attending the Spina Bifida and Lower Limb Orthopaedic Services. • Work as an integral member of the multidisciplinary team delivering specialist care. • Provide specialist support for children with Spina Bifida across Neurodisability, Neurosurgery and Lower Limb Orthopaedic Services. • Provide specialist support for children requiring lower limb reconstructive and corrective orthopaedic procedures. • Coordinate care for children with Spina Bifida throughout diagnosis, treatment, rehabilitation and transition. • Liaise closely with consultants and multidisciplinary teams to optimise patient outcomes. • Coordinate orthopaedic surveillance and follow-up programmes.

	• Provide specialist outpatient, inpatient, telephone, and email and walk-in support services. • Act as a key liaison between Orthopaedics, Neurosurgery, Neurodisability, Community Services and Primary Care. • Promote continuity of care from diagnosis through treatment, discharge and transition to adult services. • Deliver specialist education and training programmes for staff, patients and families. • Lead and contribute to audit, quality improvement, research and service development initiatives.
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. The CNM2 will: • Exercise professional accountability in accordance with Nursing and Midwifery Board of Ireland (NMBI) requirements. • Maintain and enhance specialist knowledge and competence in Spina Bifida, Neurodisability, Neurosurgery and Lower Limb Orthopaedic Care. • Work within agreed hospital policies, procedures, and professional frameworks. • Act as a clinical leader and role model. • Promote evidence-based nursing practices and continuous quality improvement. • Maintain professional standards relating to confidentiality, ethics, and data protection. • Foster a positive culture of learning, professional development, and patient safety. Management Responsibilities The CNM2 will: • Support the day-to-day operational and clinical management of the Spina Bifida and Lower Limb Orthopaedic Service. • Participate in strategic planning, service development and implementation of new initiatives. • Promote effective communication and collaboration across specialties and sites. • Coordinate orientation, education and support of new staff. • Participate in staff appraisal and professional development processes.

	• Manage clinical risk through reporting, investigation and implementation of corrective actions. • Participate in procurement, evaluation and implementation of equipment and resources. • Contribute to service efficiency and resource utilisation initiatives. • Lead developments relating to lower limb orthopaedic pathways, patient outcomes and rehabilitation programmes. Clinical Focus – Direct Care The CNM2 is responsible for: • Providing an efficient, effective, and high-quality service respecting the needs of each patient and family. • Undertaking comprehensive assessments including physical, psychological, social, emotional, educational, and developmental needs. • Developing, implementing and evaluating individualised care plans in partnership with the child, family, and multidisciplinary team. • Coordinating care for children and young people with Spina Bifida requiring specialist nursing intervention, orthopaedic management and long-term follow-up. • Working with the multidisciplinary team to provide a specialist nursing service that facilitates optimum care for the child and family, ensuring safe, effective and seamless continuity of care. • Being responsible for the oversight and coordination of nursing care for children attending the Spina Bifida Service and Spina Bifida children requiring the lower limb orthopaedic service. • Attending inpatient consultations and providing specialist nursing review of patients during hospital admissions as required. • Participating ward rounds to ensure children's care is prioritised and acting as a resource for children, families and ward staff. • Liaising with the multidisciplinary team to coordinate care both during hospital admission and within the community setting. • Managing a specialist caseload and providing assessment, planning, implementation and evaluation of care using best evidence-based practice. • Coordinating multidisciplinary case reviews, ward rounds, and follow-up appointments. • Managing new referrals to the service, including children transferring or moving from abroad and ensuring timely access to care. • Coordinating appointments across specialties and services as required. • Providing specialist nursing support for children with Spina Bifida with neurosurgical issues and children with Spina Bifida undergoing lower limb orthopaedic surgery, deformity correction procedures and complex reconstructive interventions.
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	• Coordinating pre-operative assessment, surgical preparation, and post-operative recovery pathways. • Supporting children and families before, during and after major surgical procedures. • Monitoring children following lower limb surgery for complications including infection, wound breakdown, neurovascular compromise, skin integrity concerns, and pain management issues. • Monitoring musculoskeletal development and identifying emerging lower limb orthopaedic concerns requiring intervention. • Supporting children requiring serial casting, splinting, orthotic interventions, mobility equipment, and rehabilitation programmes. • Participating in specialist Spina Bifida clinics and lower limb orthopaedic clinics. • Attending antenatal counselling clinics and providing follow-up support and education to expectant parents where appropriate. • Coordinating care from a general health and orthopaedic perspective for children with Spina Bifida. • Acting as a key resource regarding the management of Spina Bifida and associated orthopaedic conditions. • Providing specialist advice regarding skin care, tissue viability, mobility management, pressure care and prevention of complications associated with Spina Bifida and children with Spina Bifida requiring Lower limb services. • Providing support and education to children, young people and families throughout the patient journey. • Acting as a resource for healthcare professionals in CHI, regional hospitals, primary care services, schools, and community agencies. • Facilitating rehabilitation planning in partnership with Physiotherapy, Occupational Therapy, and Orthotic Services. • Maintaining clear and effective communication between all members of the multidisciplinary team involved in the child's care. • Providing support and education in the transition of young people from paediatric services to adult healthcare services. • Acting as an advocate for children and families to ensure their needs are represented and addressed throughout their care journey. • Maintaining accurate clinical records and documentation in accordance with professional and organisational standards. • Collecting and recording clinical data relevant to the service. • Reporting incidents, complaints, and clinical concerns in accordance with hospital policy and procedures. • Acting as a specialist clinical resource and role model for nursing, medical and allied health colleagues. Clinical Focus – Indirect Care
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	The CNM2 will: • Provide telephone, email and walk-in advice and support services. • Liaise closely with consultants regarding patient progress and treatment plans. • Coordinate communication between hospital, community and external healthcare providers. • Work collaboratively with GPs, PHNs, schools, regional hospitals and maternity services. • Coordinate specialist appointments and multidisciplinary reviews. • Support discharge planning and continuity of care. • Act as an advocate for children and families. • Provide emotional and psychological support to children and families. • Facilitate access to specialist services across CHI and community settings. • Support pathways that reduce unnecessary Emergency Department presentations. • Coordinate lower limb orthopaedic surveillance pathways for children with Spina Bifida. • Monitor orthopaedic outcomes and rehabilitation progress. • Liaise with theatre management and HSSD regarding specialist orthopaedic equipment, implants and surgical requirements. Education and Training The CNM2 will • Provide specialist nursing education to patients, families and staff. • Develop and deliver education programmes relating to Spina Bifida, Neurodisability, Neurosurgery and Lower Limb Orthopaedic Care. • Support education of nursing staff, community teams, schools, PHNs and healthcare professionals. • Deliver education relating to deformity correction surgery, tendon releases, osteotomies, casting, orthotic management, mobility support and rehabilitation. • Provide education regarding the lifelong management of Spina Bifida and associated health needs, including mobility management, pressure care, skin integrity, tissue viability and prevention of secondary complications. • Provide education regarding hydrocephalus, VP shunt management, recognition of shunt malfunction, evolving hydrocephalus, and neurosurgical complications associated with Spina Bifida. • Act as a resource and source of expert advice for nursing, medical, allied health and community colleagues in relation to the specialist care requirements of children and young people with Spina Bifida. • Develop and update educational materials and information resources for children, young people, families, and healthcare professionals.
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	• Participate in the education of parents, carers, Public Health Nurses, schools and community disability teams involved in the child's care. • Contribute to undergraduate, postgraduate and specialist nursing education programmes where appropriate. • Support the development and implementation of evidence-based clinical guidelines, policies, standards and care pathways relating to Spina Bifida, Neurodisability, Neurosurgery, and Lower Limb Orthopaedic Care. • Facilitate education and training on lower limb orthopaedic surveillance, orthotic management, serial casting, rehabilitation pathways and post-operative care. • Ensure staff are supported in developing the knowledge and skills required to care for children undergoing lower limb orthopaedic surgery and children with complex neurodisability and neurosurgical needs. • Participate in specialist study days, conferences and educational programmes. • Contribute to the development of policies, procedures, and clinical guidelines. • Disseminate current evidence, research findings and best practice recommendations to support continuous service improvement and high-quality patient care. Audit, Research and Quality Improvement The CNM2 will: • Conduct and participate in nursing audits and research. • Support quality improvement projects and service development initiatives. • Participate in national and international benchmarking projects. • Maintain accurate databases to support audit and research activities. • Contribute to publications, presentations, and dissemination of learning. • Ensure services are informed by current evidence and best practice. <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>
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Eligibility criteria, qualifications and experience	Essential Criteria: Registered Children's Nurse on the active register maintained by the Nursing and Midwifery Board of Ireland (NMBI) or eligible for registration. Minimum of five years post-registration experience. Minimum of three years recent experience in Children's Nursing. Experience delivering quality improvement initiatives in healthcare. Proven clinical leadership and management skills. Desirable Criteria: Experience working with children with Spina Bifida, Neurodisability or complex physical disabilities. Experience in Orthopaedic Nursing.
Core Behaviours and our Chosen Culture in CHI	Core Behaviours of our Chosen Culture Organisational culture is not a static concept. It is dynamic and lived—reflected in how we interact with each other, how we care for patients, how we respond to challenges, and how we lead. It influences the quality of care, the wellbeing of our workforce, and the public’s confidence in our services. Creating and maintaining a positive culture is the responsibility of every one of us. The behaviours detailed within the pillars in the image below, are how we reflect four key aspects of our chosen culture: How we partner with patients, service users and public, how we pause to self-reflect, how we interact with our colleagues and how we compassionately lead. A consensus on our core behaviours is the starting point for establishing and implementing our shared values. Values and Behaviours are the foundation of how we deliver health and social care. A consistent, practical framework helps everyone in the health service act in ways that reflect our shared culture and mission. Core Behaviours of our Culture Shaping professional, respectful interactions with children, young people, families, colleagues, and teams CHILDREN AND FAMILIES Do I use my name and your name? Do I take time with people – explain the now and the next? Do I regularly do an extra kind thing for the people I meet? Have I truly listened to, heard, and responded to the person in front of me in all interactions - digital, in person or otherwise? Am I engaging with people in a compassionate and professional way? MYSELF Am I putting myself in other people's shoes? Am I aware of my own wellness and stress and how it may impact others? Am I aware that my actions can impact how other people feel? Am I working to the best of my training and ability? Do I use health service resources in a way that reduces waste and improves sustainability? MY COLLEAGUES Do I acknowledge the work of my colleagues? Do I ask colleagues how I can help them and do I listen to understand? Do I challenge toxic attitudes and behaviours in the workplace? Do I lead by example with my peers? Do I work as part of a team to improve our service? LEADERS AND MANAGERS Do I value and acknowledge the good work of my team? Do I support team members in managing their stress? Do I address toxic attitudes and behaviours in the workplace? Do I appraise and address under-performance in a fair and compassionate way? Do I support my team to innovate and improve our service?

	Living these Behaviours is how we express our desired culture to those we serve. When applying these behaviours, we consider these statements and how they translate for CHI employees, in their day to day work.
Digital Health	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 Thursday, 8th of October 2026 by 11:45pm. 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 Sonja Fitzpatrick ADON Sonja.fitzpatrick@childrenshealthireland.ie/ Warren O'Brien ADON Warren.O'Brien@childrenshealthireland.ie 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, CHI internal transfers and Secondments. This update to our Onboarding process is aligned to changes in our monthly/fortnightly payroll and with the launch of our new 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 • 5th April 2027 • 10th May 2027 • 14th June 2027 • 5th July 2027
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.	