

Job Title & Grade	Clinical Nurse Manager 2 – Outpatient Department
Campaign Reference #	104423
Closing Date	Sunday 11 th October 2026 at 11:45pm
Duration of Post	Permanent Contract
Advertisement Type	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 LSI.
Location of post	This role will initially be based at CHI Tallaght before moving to the NCHI upon opening.
Reporting Arrangements	This post will report to the ADON and CNM3 at CHI Tallaght
Key Working Relationships	The post holder will work closely with: • Director of Nursing responsible for CDA • Director Nursing CHI Connolly and Tallaght • Assistant Director Nursing for CDA • CNM3 OPD/Specialist services CHI Tallaght • CNMs/CNS's/Nursing teams • Consultants in relevant specialities. • Multidisciplinary clinical teams • Operations Managers and teams • Child Sexual Abuse Services (CSAU) • CHI Management Teams <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 post holder has a pivotal role in providing professional and managerial leadership within the OPD at the Paediatric Outpatient. The post holder will forge strong links into the appropriate nursing teams to ensure that nursing practice within the Paediatric OPD achieves optimum benefit for the patients. Working in close collaboration with Clinical Nurse Managers, Clinical Nurse Specialists, Physicians and Multi-Disciplinary Teams.
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. <u>Clinical Practice</u> • Ensure a high standard of clinical care is given to the child and their family • Encourage recognition of the child as an individual ensuring child and family needs and comforts are given priority • Plans and assesses patient care, together with the nursing team. • Communication with relevant teams regarding patients' condition. • Ensure that each child is assessed, and their care is planned, implemented and evaluated in negotiation with the family, and that this is accurately documented. • Promote Family Centred Care and ensure the provision of a welcoming, caring and safe environment for the children and their families. • To act as an advocate for the child and family ensuring the provision of appropriate information and support services. • To communicate complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events. • Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence based nursing care. • Communicate effectively, promoting open and trusting relationships. • To be aware of the uses, safety precautions and handling of equipment in the department. • Assist in the development and review of hospital policies, guidelines and procedures. • Understand the different complexities of nursing in the Out Patient setting.

	<u>Leadership:</u> • Provide professional nursing leadership within the Paediatric OPD. • Foster a supportive working environment and promote healthy morale based on professional behaviour, sound organisation, good inter-personal relationships and communication in all aspects of the role. • Promote the Paediatric OPD in a positive way that supports ongoing recruitment and retention. • Develops networks and communications systems to ensure that they are fully informed in a dynamic and challenging environment. • Is an effective leader and a positive driver for change; transforms the vision into a framework and structures for moving forward. • Understands the challenges of leading complex systems change. • Balances change with continuity – continually strives to improve service delivery, to create a work environment that encourages creative thinking and to maintain focus, intensity and persistence even under increasingly complex and demanding conditions <u>Management:</u> • Manage professional and clinical standards using an evidence based, care planning approach. • Deputises for CNM3 in their absence • Actively and efficiently recognizes and addresses staff issues as they emerge. • Support staff in the management of informal complaints, to manage complaints directly as appropriate. • Manage multi-disciplinary staff and service development through appropriate continuous education, including research initiatives. • Actively participate in the recruitment, selection and retention of staff on the department. • Manage all resources efficiently and effectively. • Roster staff for maximum utilisation of resources to ensure safe provision and effective service delivery • Participate in the process of retention and recruitment of registered Nurses and Health Care Assistants for the department.
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	• Participate in the orientation of new staff to the hospital and department • Formulate, implement and evaluate service plans and budgets in co-operation with the multi-disciplinary team <u>Communication:</u> • Work in collaboration with the multidisciplinary team in assessing and implementing changes, to promote effective delivery of quality care and improved patient outcome. • Promote a culture of openness where good practice can be both challenged and shared. • Ensure that staff within the Paediatric OPD are fully informed of wider issues in order to perform effectively in their roles. • Develop communication channels that allow a free flow of information to and from senior management. • Communicate with all multidisciplinary groups within the centre as appropriate. • Provide written and verbal reports as required <u>Quality Management:</u> • Develop and participate in quality improvement programmes aimed at the development and monitoring of nursing standards, the formulation and evaluation of guidelines, policies and procedures to enhance a quality service in the unit. • Collaborate with department management to ensure safe and adequate skill-mix within resource available • To ensure that patients and families receive the best quality of care that can be provided during their visit <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	<u>Essential Criteria:</u> • Be registered on the Children's Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland with at least 5 years post registration experience of which 3 must be within acute paediatric nursing. OR • Be registered on the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland with at least 5 years post registration experience within acute paediatric nursing. AND • Demonstrate evidence of continuing professional development relevant to the role • Proven Clinical Management and leadership experience • Knowledge of Paediatric OPD services • Post graduate qualification in management or give commitment to undertake same within the next 2 years <u>Desirable Criteria:</u> • Ability to work on own initiative, prioritise and manage a number of issues simultaneously and demonstrate attention to detail • Excellent interpersonal and organisational skills, including proven written and verbal communication abilities. • Experience in handling of complaints • Awareness of audit and proven ability to identify and facilitate nursing and clinical audits • Experience in managing change and service development
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.



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.

Competition Specific Selection Process

Applications for this post must be accompanied by a cover letter, 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.

How to Apply & Informal Enquiries

*** 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 **Sunday 11th 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 Finola Power - CNM3 OPD & Specialist Services at Finola.Power@tuh.ie

For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – Naomi McGrath at naomi.mcgrath@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 • 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
Information on “Non-European Economic Area Applicants” is available from https://dbei.gov.ie/en/	
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.	