

Job Title & Grade	Chief Medical Scientist(CMS)-Clinical Biochemistry
Campaign Reference	104473
Closing Date	Sunday, 11 th October 2026 at 11.45pm
Duration of Post	Permanent
Advertisement Type	External
Specific T&C's of post	35 hours – on call service provision may be required Annual Leave: 30 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 3876, starting at Point 1 €83,200 and rising annually in increments: €119,549.
Location of post	This is currently a Cross-Site post in Childrens Health Ireland (CHI). In CHI-Crumlin –Biochemistry and CHI-Temple St-General Chemistry Laboratories This post will move to the National Childrens Hospital Ireland (NCHI) on opening where it will be based in the Clinical Chemistry Department.
Reporting Arrangements	This post will report to the Chief Medical Scientist for Strategy and Management of the Clinical Chemistry Department- as the merger of its constituent Laboratories is now being developed.

Key Working Relationships	The post holder will work closely with: • Consultants Pathologists and Consultant Clinical Biochemist for clinical direction in relation to specific Biochemistry and General Chemistry tests available • Scientific and support staff within the CHI-Crumlin Biochemistry Laboratory, CHI-Temple St General Chemistry Laboratory and Dispatch • Chief Medical Scientists currently working within what will be the new Clinical Chemistry Department in the NCHI • Laboratory Director • Laboratory Manager • Laboratory Quality Manager • Laboratory Business Support Manager • Cross-site Laboratory Office Manager • Clinical User Groups <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 and maintain the current Biochemistry and General Chemistry services in CHI Crumlin and CHI Temple St. The role will lead the commissioning requirements in the NCHI if requested. <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. <u>Management:</u> • Maintain a quality management programme, which is patient centred and which measures and audits performance and client satisfaction.

	• Identify and implement operational processes to the standard of best practice in order to optimise use of resources • Be professionally responsible for all aspects of each laboratory and to ensure in the management function of the laboratory that the clinical needs of the patient are met and is consistent with the mission, vision, values and strategic plan of the hospital. • Participate in developing and leading the introduction of new ideas and methods according to hospital policy. • Participate in the implementation of quality management programmes which are patient orientated and which measures and audits performance and user satisfaction. Receive and record details concerning mishaps, complaints and defects in supplies and equipment, investigate the circumstances with appropriate team members and taking the necessary actions and report the findings as required. <u>With the Strategic and Management CMS:</u> • Ensure the appropriate selection, verification, use, and maintenance of equipment, including Information Technology (IT), are in place to meet the clinical needs of patients. Ensure that policy relating to the relevant laboratory record keeping is followed. • Evaluate equipment, consumable items and research projects. • Facilitate arrangements, where appropriate, to introduce professional and/or other visitors to the relevant laboratory. • Develop and co-operate regarding procedures to be followed in preventing and managing accidents occurring in the laboratory area. • Support recruitment, training and leading a team of skilled staff, creating and promoting healthy working relationships • Conduct an annual management review of the relevant laboratory's quality management system and all its services and ensuring that the actions are discharged within the appropriate and agreed timescale, in collaboration with the Quality Manager. • Co-ordinate and carry out the Major Emergency Plan according to Laboratory Management Team Policy for isolated incidents or multiple trauma. • Facilitate arrangements in the relevant laboratory area for educating and training undergraduates, interns and post-graduate students. • Encourage professional development of relevant laboratory team members, through promoting self-learning, formal courses or formal and/or informal on the job training. • Participate on Hospital and/or external committees as required. • Ensure appropriate compliance with International and National guidelines, standards and national projects for the provision of relevant Laboratory services and actively participate in internal and external quality assurance.
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	• Commit to the requirements of ISO 15189 Medical Laboratories-Particular Requirements for Quality and Competence and other national guidelines and standards such as current HIQA standards as they apply to the department. • To perform such other duties appropriate to the office as may be assigned from time to time. Financial • Ensure the most effective use of available resources and the smooth running to the relevant Laboratory service. • Provide appropriate statistical and management information. • Prepare budget estimates including a planned programme for replacing capital equipment. • Maintain an Asset register of appropriate equipment, in conjunction with the Asset Register of the Hospital. Staff Management • Manage the relevant Laboratory Staff resources ensuring that staffing levels and skill mix are appropriate and within the resources allocated. • Monitor and manage staff attendance in line with hospital policy • Arrange training and ensure on-going competence of the relevant Laboratory Team, including training for out of hours/ lone working. • Promote a professional, punctual and dedicated team with good open communications. <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): Chemicals involved in patient specimen processing, testing and storage ☐ 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): Handling patient specimens and or bacterial cultures ☐ None Applicable:
Eligibility criteria, qualifications and experience	Essential Criteria: • Be CORU Registered • Hold an approved Masters Degree and be eligible for fellowship of the ACSLM- see The Academy of Medical Laboratory Science • Have 7 years cumulative work experience as a Medical Scientist with at least 2 of those at Senior Medical Scientist Level Desirable Criteria: • Lead a service area as a CMS or Specialist/Senior Medical Scientist • Experience of laboratory change projects		
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.



- 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/>

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.	