



Regional Director of Nursing & Midwifery, HSE Dublin and Midlands
Stiúrthóir Réigiúnach Altranais & Cnáimhseachais
Job Specification & Terms and Conditions

Job Title, Grade Code	Regional Director of Nursing & Midwifery (Grade Code: 2347)
Remuneration	The salary scale (01/02/2026) for the post is: € 124,199 €129,717 €135,237 €140,755 €146,278 €151,795 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	DML1812026
Closing Date	Friday 16th October 2026 @ 12 noon.
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	HSE Dublin & Midlands The current vacancy available is a specified purpose, whole-time post for an initial period of two years The work base will be within the Dublin and Midlands Region. A panel may be formed as a result of this campaign from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled
Informal Enquiries	For enquiries about the role: Kate Killeen White Regional Executive Officer HSE Dublin and Midlands Email: REO.DublinMidlands@hse.ie For enquiries about the recruitment process: Contact Aoife Carter recruitdubmid@hse.ie for enquiries relating to the recruitment process.
Details of Service	Health Service Executive The Health Service Executive (HSE) is responsible for the provision of all health and personal social care services in the Republic of Ireland. With an annual budget in 2024 of €24 billion and over 150,000 employed in the HSE and the Section 38 Agencies with which the HSE has Service Level Agreements (SLAs), the HSE is the largest employer in the State and the largest of any public sector organisation. HSE Health Regions The Health Regions Implementation involves the internal reorganisation of the HSE into six operational regions with responsibility for the planning and coordinated delivery of health and social care services within their respective defined geographies. While the full implementation will be a multi-year journey, the Health Region approach was stood up in March 2024 and will continue to progress throughout 2024 and 2025. These new arrangements are fundamental to the delivery of Sláintecare reforms and aim to improve the health service's ability to deliver timely integrated care to patients and service users, care that is planned and funded in line with their needs at regional and local level. In addition, the following will be delivered:

	• Alignment of hospital-based and community-based services to deliver joined-up, integrated care closer to home. • Clarification and strengthening of corporate and clinical governance and accountability at all levels. • A population-based approach to service planning and delivery. • A balanced national consistency with local autonomy to maintain consistent quality of care across the country. • An efficient, highly productive and transparent health and social care service with aligned incentives to provide people with timely access to safe, high quality integrated care. Support for local and regional innovations in service improvement for adoption across regions or at national level as appropriate. The changes in healthcare governance arrangements are being designed to make our services easier to navigate for people, and to facilitate more integrated care, stronger accountability, and greater transparency across the sector. This in turn aims to foster change and innovation at a local level to deliver high-quality services to populations based on their needs, making our service a better place to work for our staff. The move to a regionalised approach represents a major shift in the approach to the planning, funding and delivery of health and social care services. In line with international best practice, the new arrangements will support a population-based approach to the planning and resourcing of the geographic delivery of services to improve health outcomes for people in Ireland. As part of these reforms, the operational focus is moving from the HSE Centre to the Health Regions and Integrated Healthcare Areas (IHAs), to allow the regional structures to have the intended level of appropriate authority and operational control of services in their region. The HSE Centre will develop and oversee standards and guidelines for implementation at regional level. The focus of HSE Centre will be on planning, enabling, performance and assurance (PEPA). The Regional Director for Nursing & Midwifery (RDNM) is an Expert Review Body recommended post and the most senior Nurse/Midwife leadership position within the HSE Health Regions. The RDNM will be central to the delivery of the nursing and midwifery input of Sláintecare Reform Programme shaping the development of the regional health and social care system to meet future service needs. HSE Dublin and Midlands Region The Dublin and Midlands Health Region has direct responsibility to support and serve the needs of approximately 1.1million people living across Dublin South City and West, Dublin South-West, Kildare and West Wicklow, and the Midlands. The Dublin and Midlands Region is characterised by a diverse mix of both urban and rural areas. This geographic diversity is coupled with socioeconomic disparities, requiring tailored healthcare approaches to effectively serve communities and deliver high-quality, equitable, person-centered healthcare for people living in the Region.
Reporting Relationship	This is a Specified Purpose post for 2 years. The post holder will report directly to the Regional Executive Officer and will be a member of the Health Region Executive Management Team. The post holder will work in collaboration with the appointed Regional Clinical Director, Regional Director Population and Public Health and Regional Director of Health and Social Care Professions, and other multi-disciplinary team colleagues, as a member of the Clinical Executive Team. The postholder will have direct line management responsibility for a number of nursing posts which have region wide remit (eg. Sepsis, ICT, and IP&C). It should be noted that discussions will be taking place with relevant stakeholders regarding the HSE's objectives for future clinical governance arrangements within the Health Regions.

Key Working Relationships	The RDNM will be a member of the Health Region Executive Management and Regional Clinical Executive Teams working collaboratively to assist the REO on all clinical and other relevant matters relating to the provision of health and social care services. The RDNM will foster collaborative multi-disciplinary working arrangements with the wider clinical / health and social care community and promote active community engagement at Health Region level. Key relationships: Health Region Level The role requires effective, collaborative leadership across the distributed leadership model, including strong partnerships with: • Regional Executive Officer • IHA Managers and their leadership teams • Public Health • Health and Social Care Professions • Clinical Leadership • Planning & Performance • Regional Lead for Technology & Transformation • Finance, HR/Workforce, Governance & Quality, Communications • National HSE functions (Quality, Workforce, Children First, Nursing & Midwifery, Performance) • External statutory partners, safeguarding agencies, community stakeholders Nationally and HSE Centre • HSE National Directors and Advisors • HSE Chief Clinical Officer & team including leads for National Clinical Programmes inclusive of wide range of multi-disciplinary colleagues • HSE National Nursing & Midwifery Advisor • Office of Nursing & Midwifery Services Director (ONMSD) & aligned teams & services • National Integrated Professional Collaborative Network of Nursing and Midwifery Leaders • National Clinical Leadership Centre • National Patient Safety Office Department of Health & Chief Nursing Officer • Nursing & Midwifery Board of Ireland • Higher Education Institutes • Director of Midwifery National Women's & Infants Health Programme • Chief Group Director of Nursing Children's Health Ireland
Purpose of the Post	The primary purpose of the Regional Director of Nursing and Midwifery role is to provide overarching professional leadership and governance for nursing and midwifery across the full continuum of care, encompassing hospital and community-based and public health services within the Health Region, including those provided by Section 38 organisations. The RDNM will be responsible for compliance with clinical practice standards of nurses, midwives and the care team, within the context of a multi-disciplinary team-based approach. This will be achieved through: • Setting strategic objectives that support positive outcomes and experiences for patients, service users and families; • Enabling regional reform, compliance with legislative and regulatory frameworks, safe nursing and midwifery staffing, maximising capacity, mobility and flexibility of the allocated resource, and honouring the core values of nursing and midwifery. The RDNM in collaboration with the REO and Executive Management Team will: • Enable the establishment of nursing and midwifery governance structures for delivering integrated, high quality clinical and professional leadership in all health region activities. • Provide overarching professional governance and leadership across the portfolio of responsibility to enable, facilitate and develop the profession, in line

with regional and national objectives.

- Work collaboratively with the National Nursing & Midwifery Advisor and the Office of Nursing and Midwifery Services Director (ONMSD) to progress regional and national reform, the strategic development of nursing and midwifery that maximises professional practice and capacity and enables national consistency and compliance with Standards and Regulatory requirements.
- Provide oversight of workforce planning and safe staffing aligned to national policy in collaboration with Nursing & Midwifery Managers in the Health Region and HR colleagues.
- Enable Regional Nursing and Midwifery Governance for care environments to implement safe and effective Integrated Care aligned with Care Pathways and Networks
- Ensuring excellence and innovation in the delivery of safe nursing and midwifery care

The RDNM reporting to the Regional Executive Officer and working with the Executive Management Team will:

- Lead on overseeing clinical care co-ordination, implementation and scale up of integrated care. The role provides for professional leadership and governance for the establishment of nursing and midwifery care pathways and Networks of Care facilitating person-focused, integrated and multidisciplinary delivery of care for service users and patients.
- In partnership with the Regional Clinical Director, the RDNM will foster multi-professional clinical and care leadership focus in the delivery of the Health Region objectives.
- In partnership with the Regional Clinical Director the RDNM will lead on overseeing quality of health services within the Health Region including sharing intelligence and working with other key partners and regulators across and outside their system to improve quality of care and outcomes as appropriate.
- As part of this team, ensure appropriate care through standards, regulatory compliance, professionalism and a focus on quality, patient safety, and continuous improvement in patient experience across all services; working collaboratively with colleagues to identify areas for patient safety improvement and/or clinical audit and to inform improvement initiatives
- Drive Research, Education, Transformation, Innovation and Digital Enablement to support the delivery of integrated care aligned to health region population needs and informed by Health Needs Assessment.
- Enable the advancement of clinical practice, service innovation and excellence through collaborations with the Regional Clinical Director, Regional Director of Research, the Chief Academic Officer, Academic Health Science Departments, Higher Education Bodies, HSE Centre National Nurse Midwife Advisor/ONMSD, Regulators, Department of Health, and other agencies/disciplines as appropriate.
- Influence and work collaboratively as part of a wider system, to create sustainable opportunities to improve health and wellbeing and reduce the risk posed to future generations through inter-professional care solutions for the population of the Health Region.
- Provide a strategic and whole system clinical leadership role as an integral member of the Executive Management Team to drive integration, Networks of Care, partnerships and a population health approach.
- With executive colleagues, drive the Health Region reform agenda to the relevant clinical communities and care workforce, by demonstrating a shared purpose and visible leadership for the development of integrated networks, care pathways, and processes of care to improve and add value to the lives of individuals, families and communities.
- Shape the design of the Regional Clinical Executive Team and evolving regional clinical governance structures and arrangements.

- Provide professional leadership at executive level to ensure clinical governance for the delivery of care standardisation, consistency and safe, staffed and sustainable services across integrated care pathways.
- Lead and be accountable for the clinical care co-ordination, implementation, and scale up of integrated care programmes and modernised care pathways.
- Play a key role with others in the Health Region Planning and Performance function to enable operational delivery of care across the continuum, encompassing hospital and community-based services, public health services and Section 38 organisations.
- Lead on coordination and clinical alignment relating to Patient and Service User Engagement with regional objectives
- Advance clinical practices and service innovation and excellence through policy development, education, research, digital technologies and academic alliances to ensure a sustainable response to meet integrated care delivery and population needs in the Health Region.

The RDNM with other members of the Health Region Executive Management Team will:

- Be accountable for key matters relating to the relevant clinical communities and groups across the clinical and care workforce in their region.
- Be accountable for statutory and non-statutory functions that the Regional Executive will need to perform.
- Have direct line management responsibility for a number of nursing posts which have a region wide remit.
- Where the post holder has accountability for certain functions but does not hold direct line management reporting responsibility for persons responsible for those functions, they will have the authority to ensure the safe and appropriate delivery of services in line with their executive management duties.
- Serve as Regional Children First Lead, ensuring compliance with safeguarding legislation, multi-agency coordination, and robust regional assurance.
- Act as Regional Lead for the Patient Safety, User Experience (PSUE) Forum, embedding service user voice and safety intelligence across the Region.
- Provide authoritative nursing governance leadership, driving professional standards, quality improvement, and future workforce planning.
- Working in collaboration with public health, support system-wide population health approaches, shaping service design and resource planning for current and future population needs.
- Drive future-proofing of regional healthcare delivery, ensuring strategic readiness for demographic change, technological evolution, workforce sustainability, and emerging risks.
- Be responsible for implementation of key national policy, strategies and programmes of care including, but not limited to:
 - Achieving Performance Targets in both Scheduled and Unscheduled Care
 - National Dementia Strategy,
 - National Cancer Strategy,
 - National Stroke Strategy,
 - National Maternity Strategy
 - National Trauma Strategy;
 - Modernised Care Pathways Programme;
 - National Genetics and Genomics Strategy;
 - Healthy Ireland Strategic Action Plan and Implementation Plan;
 - Sharing the Vision – A Mental Health Policy for Everyone;

	• Connecting for Life, the national suicide prevention strategy • Digital Health Framework for Ireland, • Department of Health Chief Nursing Officer Policies to include - Framework for Safe Nurse Staffing & Skill-Mix, Graduate to Advanced Nursing & Midwifery • Practice Policy, Report from the Expert review Body on Nursing and Midwifery, Strategy for the Office of the Chief Nursing Officer, and Patient Safety Policy and Legislation. • Digital Roadmap for Nursing and Midwifery As a registered professional, individuals in these roles will be accountable for their own practice and conduct in the role. It will be for the Regional Executive Officer to determine what other specific corporate functions each executive board member is accountable for within the Health Region.
Principal Duties and Responsibilities	The RDNM as a member of the Executive Management Team is accountable for the efficient, effective and safe delivery of all clinical nursing and midwifery and related services for patients as set out in the service plan, in conjunction with the REO and EMT members. In that context, the RDNM is accountable and responsible for the following: <u>Whole System Leadership for the Co-ordination of Integrated Care</u> • Provide system level change leadership to transform services in line with the Sláintecare Reform Programme shaping the development of a sustainable health and social care system and promoting a multi-sectoral approach to meet future population needs. • Influence the strategic planning process to enable and advance the integration of community, primary care, hospital, tertiary care services, voluntary services and local authorities to deliver high quality services to the population, across the full lifespan of need. In line with a population health approach and agreed service and clinical direction, input to and delivery on service redesign on a system-wide scale through the coordination, scale-up and implementation of integrated care programmes and modernised care pathways with a particular focus on nursing and midwifery solutions for care delivery. • Enable inter-professional practice and provide system-level support that overcomes obstacles to broadening access to healthcare, ensuring patients and service users are seen earlier, are progressed through a simplified journey towards definitive treatment, enabling maximum service delivery at community level. • Actively sponsor clinical and collective leadership and progress multidisciplinary team-based development programmes to optimise the complementary skills available for integrated care across all services. • Collaborate on the development of research and innovation strategies and inter-professional education fostering collaboration across third level institutions and clinical providers. <u>Nursing Governance & Professional Leadership</u> • Provide strategic leadership and assurance for nursing governance, professional standards, and scope of practice across all IHAs and service settings. • Develop and oversee a Regional Nursing Workforce Plan, addressing safe staffing, advanced practice expansion, future demand modelling, and skill-mix optimisation. • Lead the standardisation of nursing quality indicators, credentialling processes, and high-risk clinical governance mechanisms. • Sponsor and support regional nursing networks, communities of practice, and quality improvement capacity-building programmes.

Strategic Leadership & System Integration

- Provide senior leadership across the Region to integrate clinical, operational, public health, digital, and governance priorities.
- Collaborate with members of the RLT to align workforce, quality, and governance priorities with regional service plans, annual operational plans, and performance frameworks.
- Work closely with Public Health to embed population-health insights, preventions strategies, and epidemiological intelligence into service design and risk assessment.
- Partner with the Regional Lead for Technology & Transformation to shape regional digital care pathways, data-driven decision-making, and future service models.
- Ensure strong alignment and shared accountability across quality, safety, risk, workforce, digital, performance, and service transformation agendas.

Regional Lead for Children First

- Provide executive leadership for statutory compliance with Children First across all services within the Region.
- Oversee consistent safeguarding structures, escalation pathways, incident learning, and cross-IHA reporting standards.
- Support the implementation of the Joint Working Protocol with TUSLA providing support for the management of complex cases and multi-agency engagement, and children's first risk themes across acute, community, and social care interfaces.

Regional Lead for Patient Safety & User Experience (PSUE) Forum

- Take lead executive responsibility for coordination and clinical alignment of Patient Experience and Service user Engagement and the provision of assurance to the REO with respect to patient involvement in co-design, co- decision making, co-implementation and co-evaluation of care to inform service improvement in the region.
- Co-chair the Regional PSUE Forum, ensuring meaningful integration of service-user voice, complaints insights, incident learning, and patient experience data.
- Establish thematic analysis across IHAs to identify regional risks, opportunities, and systemic improvements.
- Promote a culture of psychological safety, openness, speaking up, and learning.
- Drive service redesign initiatives grounded in patient experience evidence.
- Provide professional advocacy and professional insights to align public protection, clinical governance, patient safety and risk management with patient experience.

Future-Proofing and System Transformation

- Lead and support strategic initiatives that prepare the Region for future societal, technological, and clinical realities.
- Collaborate with the Regional Technology & Transformation function on digital innovation, virtual wards, remote monitoring, EMR evolution, telehealth, and integrated digital pathways.
- Drive workforce resilience, sustainability planning, fatigue-risk management, and safe-staffing governance.
- Champion innovation, research alignment, and the regional adoption of high-value models of care.
- Support readiness for regulatory reforms and enhanced accountability frameworks.

Governance, Assurance & Risk

- Provide professional oversight across nursing and midwifery domains
- Partner with Finance, Quality & Safety, and Planning to ensure risks inform investment, capacity planning, and prioritisation.
- Maintain high-quality assurance reports for Regional Executive Team, Regional Governance Committees, and National HSE functions where required.

- Ensure learning from incidents, audits, complaints, and national guidance is embedded across the region.

Accountability, Ethics & Values

- Embed a culture of collaboration and partnership through leadership practices that facilitates the co-ordination and implementation of integrated care through a shared vision with professionals, managers and those with lived experience of health and social care.
- Provide oversight and ensure compliance with professional and regulation requirements of nurses and midwives within the context of a wider multidisciplinary team-based approach to care delivery.
- Reinforcing nursing and midwifery values and standards of practice, promoting and participating in the design and delivery of sustainable and efficient care options to enable the delivery of integrated care.

Strategic Planning and Performance

- Actively contribute to the development of the Health Region Strategic and Service Plans including the regional clinical strategy as part of the Regional EMT and within the context of the Planning and Performance function.
- Strategically input to future health planning and emergency planning responses that maximise nursing and midwifery capacity, knowledge and skills to enable them lead, adapt and manage pressures, challenges, and new revolutionary approaches to advance care delivery.
- Take an active role in the implementation of the Performance Accountability Framework including Key Performance Indicators at Health Region level informed by evidence and focused on achieving better outcomes and experiences for patients, services users and communities.
- Work with the EMT to identify performance risks and issues and mitigation strategies related to the quality of patient care for the safe delivery of integrated care in the Health Region.
- Contribute to the development of national policies, procedures, guidelines and frameworks in conjunction with the HSE Centre National Nursing & Midwifery Advisor/ONMSD.
- Action the implementation of national policies at regional level including but not limited to the Frameworks for Safe Staffing, Graduate to Advanced Practice, Digital Health and Patient Safety.
- Actively collaborate on strategic planning for the regional workforce including undergraduate capacity within an integrated delivery structure; supporting the development of competence and healthcare transformation, digital skills and technology, and the design and delivery of new services and approaches based on high performance in inter professional teams.
- Take a lead role in clinical training and continuous professional development for nursing and midwifery and associated care teams including advanced levels of specialism and develop inter-professional CPD training and education opportunities working with academic partners to address key future workforce needs.

Quality and Patient Safety

- Shape and contribute on the design of clinical governance arrangements that meet the needs of an integrated health and social care delivery system at Health Region level informing clinical decision making and service developments.
- Lead with multi-disciplinary colleagues the ongoing design and implementation of models of care/care pathways in line with national guidance to support implementation of the Integrated Service Delivery Model including Networks of Care across the Health Region.
- Working with Quality and Patient Safety colleagues facilitate clinical collaboration and care co-ordination to create positive learning environments for the implementation of safe and effective integrated care, maximising the mobility and

flexibility of nursing and midwifery staff across acute and community care boundaries.

- Provide the co-ordinated leadership for a whole systems approach that enables the ongoing optimisation and professional development of the nursing and midwifery workforce and embeds a positive learning culture for patient safety, quality measurement/audit and continuous quality improvement.
- Working with the Regional Clinical Director and Quality and Patient Safety function at Health Region level support the commissioning of service reviews and the management of serious incidents as required.
- Adequately identifies, assesses, manages and monitors risk within their area of responsibility.

Business & Financial

In conjunction with the executive management team, be accountable for health region budget and work within the parameters of the National Financial Regulations, Performance Accountability Framework and HSE guidelines to ensure fiscal compliance and management.

- Promote the use of robust evidence, data and national frameworks to inform and shape resource planning and utilisation.
- Conduct financial planning and analysis to ensure effective and optimal utilisation of funds and report on activity to provide assurance to the HSE on regional implementation with national oversight.
- Enable the development of more sustainable, efficient approaches including a focus on sustainable energy, water and waste initiatives.
- Contribute to digital and ICT systems development that fosters integrated working, reduces duplication and enhances efficiency, cost savings and value for money.
- Ensure compliance with standards for Healthcare, National Standards for the Prevention and Control of healthcare Associated Infections, Hygiene Standards and associated HSE protocols.

Health and Safety

- The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment.
- These duties must be performed in accordance with the HSE health and safety policies. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with HSE policy documents and as set out in the safety statement, which must be read and understood.

Standards, Policies, Procedures and Legislation

- Maintain own knowledge of employer policies, procedures, guidelines and practices to perform the role effectively and to ensure current work standards are met by own team
- Maintain own knowledge of relevant regulations and legislation e.g. Financial Regulations, Health & Safety Legislation, Employment Legislation, FOI Acts, GDPR
- Ensure consistent adherence to procedures within area of responsibility
- Have a working knowledge of the Health Information and Quality Authority (HIQA) and Mental Health Commission Regulation and 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, Safeguarding etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
- Foster and support a quality improvement culture in relation to hygiene services

	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 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/ or experience	Eligible applicants will be those who on the closing date for the competition: <u>1. Statutory Registration, Professional Qualifications, Experience, etc.</u> - Are registered, or are eligible for Registration, in the Nurse and/or Midwife Division of the Register of Nurses and Midwives (General / Midwives / Children's Intellectual Disability / Psychiatric / Public Health Nursing), maintained by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). AND - Have 10 years post registration nursing and/or midwifery experience, 5 of which must be at a minimum of Director of Nursing/Midwifery level, or equivalent AND - Have successfully completed a post registration programme of study, as certified by the education provider, which verifies that the applicant has achieved a National Framework of Qualifications (NFQ) major academic Level 8 or higher award maintained by Quality & Qualifications of Ireland (QQI), or can provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 8 or higher in a healthcare or management related area. AND - Demonstrate evidence of ongoing Continuous Professional Development AND - Have the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office. <u>2. Annual Registration</u> - On appointment, Practitioners must maintain live annual registration in the Register of Nurses and Midwives, as appropriate, maintained by the Nursing & Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). AND - Practitioners must confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). <u>3. Health</u> A candidate 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. <u>4. Character</u>

	Each candidate for and any person holding the office must be of good character. <i>Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland).</i>
Post Specific Requirements	- Significant strategic leadership experience to include experience working collaboratively and effectively with multi-disciplinary teams in a health or social care environment - Extensive experience in a role demonstrating expertise across the integrated care pathway for patients and service users - A track record of delivering on the quality and patient safety agenda at a senior management level
Other requirements specific to the post	Access to appropriate transport to fulfil the requirements of the role
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	Professional Knowledge & Experience - Significant strategic leadership experience to include experience working collaboratively and effectively with multi-disciplinary teams in a health or social care environment - Extensive experience in a role demonstrating expertise across the integrated care pathway for patients and service users - A track record of delivering on the quality and patient safety agenda at a senior management level - Knowledge of how to embed partnership and involvement in organisations, including knowledge of policy development processes, service co-design methods, and governance structures - Experience of working collaboratively with patients and service users, as well as with their representative groups and organisations, to advance co- created partnership goals - A good knowledge of the issues and developments and current thinking in relation to best practice in health and social care services, policy and delivery. - A well-developed knowledge of the key challenges and issues across the health system. - A good understanding of the HSE's strategic reform and innovation agenda, as per Sláintecare and the resultant organisational structure that aligns healthcare governance at regional level, within a strong national framework to enable better co-ordination and improved performance across health and social care services. - A good understanding of risk, information technology, financial management, governance and accountability. - Experience of corporate governance and risk management. - Significant knowledge and experience of multidisciplinary working as

relevant to the role.

- Significant experience of engaging at Senior Management Team and Board Level, as relevant to the role.
- A good understanding of the public service regulatory and legislative framework in Ireland.
- Knowledge and experience of application of evidence based decision making practices and methodologies.
- A general knowledge of the legal, clinical and corporate governance framework of the HSE.

Systems Leadership

- Demonstrates knowledge of systems thinking and leadership in problem- solving and decision-making. Demonstrates evidence of the broad-scale impact of nursing and midwifery decisions on the healthcare system as a whole.
- Ability to lead cohesive teams to deliver on HSE objectives and priorities.
- Actively supports the involvement of patients/service users and the public as a core element of effective governance.
- Implements and communicates new ways of working that challenge and transform organisational culture and takes account of learning from past experiences.
- Building on the potential of establishing trust, involvement, and team- working engages with staff to optimise their contribution to the organisation in the long term.
- Sets high standards personally and for others in the organisation and acts as a positive role model and change leader across the healthcare environment.

Delivering Excellence in Care Quality, Safety and Patient Experience

- Clear focus for the delivery of high-quality person-centred care experiences that delivers public confidence, service improvement and productivity.
- Demonstrates a positive bias towards patient safety and service excellence, to drive the co-ordination and development of national frameworks, standards and guidance for care standardisation and consistency.
- Promotes a high-performance culture that fosters clinical governance and leadership, and puts strong emphasis on the effective and efficient deployment of financial and human resources.
- Establishes processes and systems that clearly assign accountabilities and measures the impact and value for money of initiatives.
- Engage in the development of future scenarios that position nursing and midwifery to lead and adapt for integrated service delivery and future population health requirements.
- Adequately identifies, assesses, manages and monitors risk within their area of responsibility.

Professional Integrity and Resilience

- Proactively promote the ethos of Nursing and Midwifery and the HSE values of Care, Compassion, Trust and Learning.
- Utilise a consistently high level of personal and professional commitment to serving the health service of Ireland, the staff and the citizens of Ireland.
- Advocate for patients, service users and staff in the delivery of optimal healthcare.
- Demonstrate honesty, openness, transparency and integrity and embrace an ethical approach in keeping with a public service ethos.
- Sustains a high level of performance and resilience in pressure situations

Judgement and Strategic Thinking

- Demonstrates well developed strategic thinking and professional judgement

	across a broad and complex agenda. • Appreciates the complexity of issues, acknowledges interdependencies and sees linkages between strategic priorities and their environmental context. • Takes a systematic overview of issues and challenges and ensures that organisational systems are aligned for the safe efficient and effective delivery of objectives. Building Relationships, Influencing and Stakeholder Management • Demonstrates clinical and personal credibility to others and represents the organisation effectively for public confidence and trust. Acts as an advocate for patients, service users and the nursing and midwifery professions, advising and educating in relation to national health trends, patient care outcomes and workforce matters. Ensure the review and development of nursing and midwifery services to best address population health needs. • Negotiates and influences skilfully and respectfully to achieve buy-in to change and sustain momentum towards organisational reform. • Ability to work collaboratively and successfully with others, appreciating diversity, complexity and competing stakeholder demands whilst also exercising sound judgement and decisiveness in interactions. • Works effectively within the political process, recognising and managing tensions arising from different stakeholder perspectives. • Anticipates where sensitivities and complexities may arise and plans an effective approach to achieve goals and targets. • Builds effective and sustainable relationships and achieves outcomes through engagement and consensus building.
Campaign Specific Selection Process Ranking/Shortlisting / Interview	A ranking and or shortlisting exercise may be carried out on the basis of 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.	



Stiúrthóir Réigiúnach Altranais agus Cnáimhseachais
Regional Director of Nursing and Midwifery HSE Dublin and Midlands
Job Specification & Terms and Conditions

Tenure	The current vacancy available is Specified Purpose for a period of 2 years 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 and 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. Your normal weekly working hours are 37.5 hours. 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. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998. Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities. You should check if you are a <u>Mandated Person</u> 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 needs 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 appropriately managed 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.
Ethics in Public Office 1995 and 2001	Delete the section below; if the salary is less than the minimum grade viii salary point. Check the most recent HSE Pay scales Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below: A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year. B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case,



	those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer.
--	--

	C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the <u>Standards Commission's website</u>.
--	--