

Job Title & Grade	Shift Leader (CNM 2 grade) - Children's Emergency Medicine and Urgent Care Centre Connolly
Campaign Reference #	104694
Closing Date	Wednesday, 14 th of October 2026 at 11:45pm
Duration of Post	Permanent Contract To note, panel will be formed for future Shift Leader roles (all contract type) within UCC Connolly
Specific T&C's of post	37.5 standard working week/ shift work required/5 over 7 Days service. 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 1 st June 2026: Grade, Code 2119, starting at Point 1 € 62,699 and rising annually in increments: €79,227LSIS.
Location of post	This posts will be located at CHI @ Connolly, Urgent Care Center
Reporting Arrangements	This post will report to the CNM 3 on the site Aoife O'Connor and Helen Flynn Assistant Director Nursing (ADON) for Paediatric Emergency Medicine PEM
Key Working Relationships	The post holder will work closely with: Senior nursing leadership team in PEM including • ADON and DON CDA • CNM3 on the site and Cross City • CNM2 Operational • Clinical nurse managers in other EDS and ECU • Advance nurse practitioners • CHI Patient flow team • Wider nursing team • Consultants • GP Liaison Nurses • PEM NCHDs • Members of Multi-disciplinary team • Clinical risk and Quality teams • Operational/admin team

	<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 of Shift Leader has a pivotal role in co-ordination and management of patient flow and resources within the Emergency medicine in Children's Health Ireland .The Shift Leader provides professional and clinical leadership within the department, encouraging staff to develop clinical expertise for the benefit of staff and users of the service.
Principal Duties and Responsibilities	Professional Duties and Responsibilities: The post holder will be expected to live CHI values and be child-centred, compassionate, and progressive and will act with respect, excellence and integrity. Management Responsibilities • Responsible with the CNM III for the organizing and management of the Department. • Ensure a high standard of family centered care is delivered safely in accordance with the Hospital policies and procedures. • Acts as a role model at all times, provides support and monitors clinical staff in performing assessment of the emergency patient, interpretation of data and integration of knowledge • Ensure patients are triaged and that waiting times are monitored closely and ensure all KPIs pertinent to PEM are constantly monitored and escalated as required. • Implement a Systematic method for the assessment of individual patient's needs and ensure proper documentation of same. Decide how to organize the admission and discharge of patients in consultation with patient flow team. • Coordinate and arrange safe Transfer of patients to other sites as required from UCC. • Monitor the flow of patients through the department on a daily basis communicating with the appropriate medical consultant regarding the ongoing situation. • Record activity analysis on a daily basis and document same with the CNM III in relation to standard of patient care and staffing standards. • Supervise nursing support staff. Clinical Responsibilities • Use a framework to assess individual patient needs consistent with Hospital nursing policy. • Ensure that appropriate Nursing Care is planned for individual patients based on needs assessment and that each individual patient receives family centered nursing care encompassing medical instruction and in conformance with established procedure and standards of care.

- Ensure verbal and written Nursing Reporting Systems are accurate and adequate.
- Ensure that accurate nursing reports accompany patients who are being transferred to wards or referred to other hospitals.
- Ensure clinical competence of staff in performing clinical activities.
- Facilitate change in work practices, procedures, techniques or technologies having regard to developments and in accordance with agreed core standards and best practice. Introduce and maintain systems for evaluating the service being provided in conjunction with CNM III.
- Maintain clinical skills by performing nursing care and providing ongoing education.
- Communicate with relatives of patients and with visitors as requested and arrange visits of Hospital Chaplains/Pastoral Care team as required.
- Research and promote quality initiatives that are evidence based.
- Supervise in co-operation with the Supplies Department the custody and stock level of all materials held in the Department and the delegation of these duties to appropriate staff.
- Receive and record details concerning mishaps, complaints and defects in supplies and equipment. Investigate the circumstances with appropriate staff and report findings as required. Promote awareness of risk management and appropriate reporting of critical incidents.
- Facilitate the arrangement necessary and participate where appropriate, in education and training of other Hospital staff as the need arises. This includes students at both undergraduate and post-graduate level.
- Attend meetings as required by Hospital Management and keep staff briefed on developments in the Hospital.

Communication

- Establish good communication with patients, families to the department.
- Communicates in a manner that is compassionate, age-appropriate, respectful and non-discriminatory, exhibiting emotional intelligence for the context in which the communication occurs.
- Create and promote healthy working relationships. Communicate effectively with families and the multi-disciplinary team to reduce anxiety and ensure positive outcomes for patients.
- Assists patients in a professional manner and promotes this practice amongst staff within the Emergency Care setting.
- Maintains communication and collaboration networks on a proactive basis to support patient flow, early supported safe discharge and social care needs.
- Respects everyone's role and the expertise that they bring to patient care and understands the importance of culture and good working relationships.
- Responsible for overseeing effective communication for safe handover of patient care and correct use of handover tools such as ISBAR
- Communicate efficiently and effectively with all multidisciplinary teams within hospital and wider CHI group.

Education, Research & Information Technology;

	• Facilitate change in work practices, procedures, techniques or technologies having regard to developments and in accordance with agreed core standards and best practice. • Provides supervision and assistance in the development of knowledge, skills and attitudes of direct report staff and assigned students. • Acknowledges the need for personal and professional development and demonstrates a commitment to Continuing Professional Development. • Research and promote quality initiatives that are evidence based. • Participate in audit, presentations and writing for publication. • Contribute to the development of nursing policies and protocols as required. • Make the most effective and efficient use of developments in information technology for both patient care and administrative support in a manner which integrates well with systems throughout the organization. • Ensure that all staff are trained in the use of computer systems, which are used in the management of patient episodes. • Collect, interpret and present data and information on the Department's activities, staffing and expenditure, as required. <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>
Eligibility criteria, qualifications and experience.	<u>Essential Criteria:</u> • Be registered in the Children's Division of the live Register of Nurses kept by the Nursing and Midwifery Board of Ireland; OR • Be registered in the General Division of the live Register of Nurses kept by the Nursing and Midwifery Board of Ireland and currently working in Children's Emergency service for five years from date of application. AND • Have a minimum of 5 years post registration experience of which 3 years must be within in Children's Emergency Nursing; AND • Have undertaken a recognized Emergency Medicine Course /QQI level 9 post graduate Emergency medicine or give commitment to undertake same, within the three years of appointment; AND • Have excellent communication and interpersonal skills. <u>Desirable Criteria:</u> • Experience in mentorship, teaching and assessing

	• Commitment to undertake Post graduate level 9 in Paediatric emergency nursing if no previous completed • Have successfully completed a Management Course / Module or give commitment to undertake same																								
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. Core Behaviours of our Culture Shaping professional, respectful interactions with children, young people, families, colleagues, and teams <table><tr><th>CHILDREN AND FAMILIES</th><th>MYSELF</th><th>MY COLLEAGUES</th><th>LEADERS AND MANAGERS</th></tr><tr><td>Do I use my name and your name?</td><td>Am I putting myself in other people's shoes?</td><td>Do I acknowledge the work of my colleagues?</td><td>Do I value and acknowledge the good work of my team?</td></tr><tr><td>Do I take time with people - explain the now and the next?</td><td>Am I aware of my own wellness and stress and how it may impact others?</td><td>Do I ask colleagues how I can help them and do I listen to understand?</td><td>Do I support team members in managing their stress?</td></tr><tr><td>Do I regularly do an extra kind thing for the people I meet?</td><td>Am I aware that my actions can impact how other people feel?</td><td>Do I challenge toxic attitudes and behaviours in the workplace?</td><td>Do I address toxic attitudes and behaviours in the workplace?</td></tr><tr><td>Have I truly listened to, heard, and responded to the person in front of me in all interactions - digital, in person or otherwise?</td><td>Am I working to the best of my training and ability?</td><td>Do I lead by example with my peers?</td><td>Do I appraise and address under-performance in a fair and compassionate way?</td></tr><tr><td>Am I engaging with people in a compassionate and professional way?</td><td>Do I use health service resources in a way that reduces waste and improves sustainability?</td><td>Do I work as part of a team to improve our service?</td><td>Do I support my team to innovate and improve our service?</td></tr></table>	CHILDREN AND FAMILIES	MYSELF	MY COLLEAGUES	LEADERS AND MANAGERS	Do I use my name and your name?	Am I putting myself in other people's shoes?	Do I acknowledge the work of my colleagues?	Do I value and acknowledge the good work of my team?	Do I take time with people - explain the now and the next?	Am I aware of my own wellness and stress and how it may impact others?	Do I ask colleagues how I can help them and do I listen to understand?	Do I support team members in managing their stress?	Do I regularly do an extra kind thing for the people I meet?	Am I aware that my actions can impact how other people feel?	Do I challenge toxic attitudes and behaviours in the workplace?	Do I address toxic attitudes and behaviours in the workplace?	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 working to the best of my training and ability?	Do I lead by example with my peers?	Do I appraise and address under-performance in a fair and compassionate way?	Am I engaging with people in a compassionate and professional way?	Do I use health service resources in a way that reduces waste and improves sustainability?	Do I work as part of a team to improve our service?	Do I support my team to innovate and improve our service?
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Children's Health Ireland

- 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

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 programe 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.