

Job Title & Grade	Clinical Placement Co-ordinator (CNM2 Grade)
Campaign Reference #	105236
Closing Date	Tuesday the 27th of October 2026 at 23:45pm
Duration of Post	Permanent and Specified Purpose contracts available
Specific T&C's of post	37.5 hours per standard working week / shift work may be required. Annual Leave: 25 – 28 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 2119, starting at Point 1 € 62,699 and rising annually in increments: €79,227LSIS.
Location of post	This post will be based across Children's Health Ireland (CHI) sites and will move to the National Children's Hospital Ireland (NCHI) when it becomes operational.
Reporting Arrangements	The post-holder will report to the Nurse Practice Development Co-ordinator (Assistant Director of Nursing) in CHI.
Key Working Relationships	The post-holder will work closely with: • Nurse Practice Development Co-ordinator • Clinical Placement Co-ordinators (CPCs) across CHI • Student Allocations Liaison Officers (SALOs) across CHI • Clinical Nurse Managers (CNMs) • Clinical Nurse Education Facilitators (CNEFs) • Staff nurses (Preceptors) • Personal Tutors based in the Higher Education Institute (HEIs) • Nursing academic colleagues in the HEIs partnered with CHI. • Director and staff of the Centre for Children's Nurse Education (CCNE) • External placement site personnel <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 will guide and support nursing students in assigned practice placement areas to ensure that the placement meets the standards and requirements of the education programme with regard to planned experiences and learning outcomes. The Clinical Placement Co-ordinator (CPC) will:

	• advise, encourage and facilitate students to achieve maximum outcome from practice placements. • ensure that practice-based assessments of learning and competence attainment are fairly and accurately carried out through effective liaison with staff nurses (preceptors) and CNMs/CNEFs • encourage the application of theoretical knowledge and evidence to nursing practice and • participate in practice development initiatives.
Principal Duties and Responsibilities	The post-holder will be expected to live CHI values and be child- and family-centred, compassionate, progressive and act with respect, excellence and integrity. The principal duties and responsibilities of the role of the CPC are to: • understand the requirements of pre-registration nursing education programmes and the practice placement experiences necessary to meet the needs of these educational programmes. • understand the need to encourage the application of nursing theory to nursing practice. • assist in overseeing the nursing practice of students during their practice placements, including during practice placements outside of parent hospital. The practice placement will extend to both hospital and community settings. The CPC will in many instances link with the CPC in the external placement sites. • assist with orientation programmes for nursing students. Introduce nursing students to key personnel and explain hospital layout, policies, procedures and regulations. The CPC will help students to adapt to the practice placement environment. • in collaboration with the CNM, ensure that each student is assigned to, and assessed by, a designated staff nurse (Preceptor) for the duration of their placement. The CPC will verify the student's progress through assessment in a collaborative approach with the staff nurse (Preceptor) in accordance with agreed competence assessment procedures and the standards and requirements outlined by the Nursing & Midwifery Board of Ireland (NMBI). • ensure that nursing students are assigned to patient/client care in an appropriate way for effective learning. The CPC will facilitate the development of a quality clinical and practice environment, conducive to learning, in which students feel free to express themselves and seek assistance, support and advice. The CPC will provide guidance to students and staff nurses (Preceptors) on any issues relating to students' practice, which arise during placement. The CPC will act as a resource person for clinical staff. The CPC will fulfil a role in auditing the practice learning environment. • assist in creating a positive practice learning environment, which enhances and increases the students' competence. The CPC will encourage and support nursing students during their practice placements and help build students' confidence. The CPC will monitor and report to the CNM/Nursing Practice Development Co-ordinator any practices, procedures or behaviours observed during practice placement which may create a diminished learning environment for nursing students and may adversely affect their performance. The CPC will assist and participate with appropriate nursing personnel in formulating and

	implementing corrective measures to enhance nursing practice in all practice placement areas. • monitor students' performance during practice placement and discuss their strengths and development needs with them and with their staff nurse (Preceptor), CNM, and Link Lecturer as appropriate. The CPC will advise CNMs and staff nurses (Preceptors) on the learning needs of individual students as required. The CPC will, where necessary, assist in the implementation of a learning support plan to facilitate the development needs of individual students. • assist in linking theory to nursing practice. The CPC will facilitate education through reflective practice and enable the teaching role of the staff nurse (Preceptor) in order that the students' required competencies are achieved. The staff nurse (Preceptor) is the primary teacher during practice placement. The CPC will support this teaching role and be involved in the preparation of nursing students for practice placement, where appropriate. • liaise with the Link Nurse Lecturer assigned to the practice placement area and discuss individual student's performance and special learning needs, as necessary, for example if a learning support plan is needed. • act as liaison between the students, the practice placement areas and Personal Tutors at the HEI. The CPC will provide practice instruction/teaching and assistance to nursing students, if required, and observe students' performance in actual nursing situations. • take responsibility for any documentation relating to nursing students assigned to the CPC by the Director of Nursing. The CPC will support and assist nursing students and staff nurses (Preceptors) in the accurate completion of students' competence assessment documentation and the portfolio of evidence. The CPC will facilitate workshops on the competency assessment documentation as appropriate. • liaise with Allocation Liaison Officer (HEI) and the SALO (Healthcare Institute) on all issues regarding both supernumerary and rostered clinical placement allocations of nursing students. • work as a member of the Nurse Practice Development Team, participating in practice development and quality initiatives, such as standard setting, clinical audits, policy review and development, to ensure that nursing students have a quality learning experience. Access to transport may be required as this post may involve travel. <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 Nursing division of the Register maintained by the NMBI or be entitled to be so registered. • Hold an honours bachelor degree in nursing at QQI level 8 on the National Framework of Qualifications or equivalent. • Have a minimum of five years full time post registration experience, with a minimum of two years in children's nursing. • Have experience of working with nursing students in the clinical practice setting. • Have completed Preceptorship in Practice on www.HSELand.ie or equivalent within the last two years. • Demonstrate a good knowledge of the Irish health services, with particular reference to professional development issues, nurse education and nursing practice development. • Demonstrate advanced Information and Communications Technology skills including excellent keyboard skills. <u>Desirable Criteria:</u> • Experience of practising in a student support role. • Experience of supporting nursing students who were experiencing difficulty in achieving their learning outcomes. • Management experience • Experience of involvement in audit or evaluation of practice • Demonstrate evidence of continuing professional development
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 CPC 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.

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 Sláinte Leanaí Éireann CHI Children's Health Ireland <table><thead><tr><th>CHILDREN AND FAMILIES</th><th>MYSELF</th><th>MY COLLEAGUES</th><th>LEADERS AND MANAGERS</th></tr></thead><tbody><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></tbody></table> <tr><td> Competition Specific Selection Process </td><td> 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 are met. 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Applications will not be accepted through direct email or any other method.

For informal enquiries regarding this post, please contact:

Siobhán O'Connor ADON, Nursing Practice Development Co-ordinator at siobhan.oconnor@childrenshealthireland.ie

For other queries relating to this recruitment process, please contact: Evgeniya.Byvakina@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.

- 7th December 2026
- 18th 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://dbe.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.