



Children's Health Ireland

Please complete all sections highlighted in blue. Avoid copying previous job descriptions without review. Ensure eligibility criteria are measurable and aligned with the duties of the post.

Job Title & Grade	Clinical Nurse Education Facilitator (CNM2 Grade) - Emergency Department
Campaign Reference #	105278
Closing Date	Wednesday the 28th of October 2026 by 23:45pm
Duration of Post	Permanent Contract
Specific T&C's of post	37.5 hours a week. Standard working week/ shift work 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: €79,227 LSIS.
Location of post	Emergency Department @ CHI Temple Street
Reporting Arrangements	This post will report to the • Clinical Nurse Manager III in the Emergency Department • Assistant Director of Nursing • Work closely with the CNM2 – Shift Leader • Work closely with the Emergency Department team
Key Working Relationships	The Clinical Nurse Education Facilitator (CNEF) is based primarily in clinical practice, supernumerary to the clinical nursing team, to focus solely on the department / unit educational and support needs of nursing staff. The CNEF has a pivotal role in fostering an atmosphere conducive to learning and coordinating and managing education in his / her assigned clinical area, ensuring the provision of a quality clinical learning environment. The CNEF will work in liaison with the Clinical Nurse Managers, Department of Nurse Education and Nurse Practice Development Department in order to provide a coordinated hospital wide approach to clinical nurse education and the development of clinical practice in the Emergency department. <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 work as part of the department team to manage the clinical educational needs within the Emergency Department in CHI at Temple Street.

Principal Duties and Responsibilities	Professional Duties and Responsibilities: • The post holder will be expected to live CHI values and be child centred, compassionate, progressive, and will act with respect, excellence and integrity. • Design, implement and update staff & student nurse orientation and information packages and clinical induction programmes appropriate for clinical area. • Ensure that learning opportunities, objectives and outcomes appropriate for assigned clinical practice area are available and revised, as necessary. • In consultation with the Clinical Nurse Manager/s develop professional development for individual staff / student nurses by assessing and identifying teaching and development needs through observation of the nurse in practice and assisting the nurse to identify his / her own learning needs • Keep individual staff / students informed of their progress and encourage feedback. Recognise strengths, weaknesses and the potential need for further clinical training and experience. • Promote on-going education for all staff, advise, encourage, and facilitate all staff to achieve their full potential. • Teach and demonstrate clinical skills, encourage staff / students' nurses to analyse information, interpret patients' conditions and develop clinical decision-making skills. • Supervision, teaching, assessment, and continuous on-going feedback are incorporated within the role. • Co-ordinate a link nurse / mentorship / preceptorship system to ensure adequate clinical support. • Provide lectures on in-service study days and to higher diploma/foundation programme/seconded students where appropriate. • Is actively involved in and liaises with the relevant staff for the Graduate Diploma in Nursing (Paediatric Emergency Nursing) and the Foundation Programme. • In conjunction with the Clinical Nurse Manager/s facilitate the organisation of attendance at mandatory in-service study days • Assume responsibility for own self-development, continued education and clinical credibility. • Maintain up to date knowledge by keeping abreast of development in nursing practice, literature, and research. • Discuss present performance and future needs during appraisal with Assistant Director of Nursing / Clinical Nurse Manager 3 • Active enrolment in foundation programme / post-graduate programme offered within clinical area. • Liaise with SALO/CPC/HEIs to co-ordinate and facilitate undergraduate and postgraduate placements Clinical Practice: • Facilitate the on-going development of clinical nursing practice in clinical areas. • Demonstrate and share clinical expertise and knowledge and promote excellence in clinical practice. • Work alongside staff / students with assigned caseloads in assessing, planning, implementing, and evaluating patient care. • Act as effective role model by demonstrating skilled clinical nursing care. • Facilitate staff/ students to inter-link theory with practice.
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- Encourage all nurses to act as resources to each other, to contribute to teaching and learning and the development of clinical nursing practice within the department / unit
- Provide support and guidance to all staff where appropriate and support staff with their teaching and assessing role.
- Provide high quality care within a safe & supportive environment.
- To refer to other Health Care professionals as required
- Refer to appropriate services as required.
- Develop policy documents, standards of care and protocols in line with best practice guidelines.

Managerial:

- Provide high level of professional / clinical leadership.
- Demonstrate forward thinking and embrace, lead, facilitate and implement change.
- Participate in staff appraisal, discuss individual staff progress with Clinical Nurse Managers as necessary and advise on next stage of development and level of responsibility that might safely be assigned.
- Use educational strategies to recruit, retain and motivate staff
- Contribute to formulation, development and implementation of policies and procedures at local and hospital level.
- Become involved in hospital and cross-city committees as appropriate (Nurse Practice, Education & Training, Drugs & Therapeutics, etc.)
- Provide career and academic guidance when appropriate.
- Establish a system to maintain appropriate records of education carried out and forward 6 monthly reports to Director of Nursing.
- Provide an environment of mutual respect, partnership, support, and trust.
- Communicate efficiently and effectively and facilitate communications across the multidisciplinary team.
- Facilitate team building and become competent in dealing with interpersonal / professional conflict.
- Represent the views of others by acting as an advocate for staff, students, children, and parents.

Research / Information Technology:

- Prepare nurses to think critically, to be research minded, to take increased responsibility for their own learning and to have a positive attitude to continued education.
- Keep up to date with current relevant research to ensure evidence-based practice and research utilization within clinical practice.
- Disseminate this knowledge and enable the implementation of evidence into practice in order to provide up to date evidence-based care.
- Contribute to nursing research relevant to the area of practice.
- Audit current nursing practices, set standards and evaluate improvements.
- Provide activity reports as requested.
- Facilitate Audit & Research

	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.																								
Eligibility criteria, qualifications and experience	Essential Criteria: - Be registered on the Children's Division on the live register of nurses & midwives maintained by the Nursing and Midwifery Board of Ireland. - Have at least of 5 years post registration experience and of which 3 must be within the Department of Emergency Medicine - Post graduate Diploma (QQI level 9 or higher) in Paediatric Emergency Nursing or willingness to undertake same - Demonstrate evidence of continuing professional development at the appropriate level Desirable Criteria: - Master's degree in Education or willingness to undertake the same. - Be an APLS Instructor																								
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. Core Behaviours of our Culture Shaping professional, respectful interactions with children, young people, families, colleagues, and teams <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> Sláinte Leanaí Éireann CHI Children's Health Ireland	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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	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.
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 CNEF 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.
Competition Specific Selection Process How to Apply & Informal Enquiries	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. The criterion for short listing is based on the requirements of the post, as outlined in the eligibility criteria. * Please note that you must submit a cover letter with your CV, this forms part of your application and CV's will not be accepted without a detailed cover letter. The closing date for submissions of CV's and cover letter is Wednesday the 28th of October 2026 by 23:45pm. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'. Applications will not be accepted through direct email or any other method. For informal enquiries for this specialty/department, please contact; Kim Price (CNM 3 Emergency Department) Email: kim.price@childrenshealthireland.ie. Telephone: 0872872415 For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – 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. • 2nd November 2026 • 7th December 2026 • 4th January 2027 • 8th February 2027 • 8th March 2027 • 5th April 2027 • 10th May 2027 • 14th June 2027 • 5th July 2027 • 9th August 2027 • 6th September 2027 • 4th October 2027 • 1st November 2027 • 6th December 2027
	Information on “Non-European Economic Area Applicants” is available from https://dbei.gov.ie/en/ 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.

