

Job Title & Grade	Paediatric Trauma Coordinator (Paediatric Major Trauma Centre) - CNM2 Grade
Campaign Reference	105296
Closing Date	Wednesday 28 th October 2026 at 11:45pm
Duration of Post	Permanent Contract
Advertisement Type	Internal/External
Specific T&C's of post	This post is 5 over 5. 37.5 hour standard working week Annual Leave: 24 – 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	On opening of the National Children's hospital (NCHI) the successful candidate will be based in NCHI as the only paediatric major trauma centre in Ireland. Prior to opening the new hospital, the post holder will be based in one of the existing CHI sites with a requirement for cross site working to support teams and families through the acute trauma pathway and coordinate the service
Reporting Arrangements	This post will report to CDA nursing leadership. • Operationally responsible to Assistant Director Nursing • Professionally responsible to the Director Nursing • Clinically responsible to the Clinical Lead for Trauma.

Key Working Relationships	The post holder will work closely with: • Clinical Lead for Trauma and Multidisciplinary Specialist Teams • CDA Director of Nursing and Assistant director nursing • Trauma Reception and Resuscitation team members • Emergency Medicine (PEM) Nursing and Consultants • PICU nursing and Consultants • Patient flow team • Pre Hospital services/National Ambulance Service and Dublin fire Brigade • Emergency Surgery Service • Interagency teams and Rehabilitation Service • Inter-professional colleagues • Patients and their families • National Clinical and Integrated Care programmes • National Office of Trauma Services (NOTS) • Reginal Paediatric Trauma Units <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	Paediatric major trauma centre at the NCHI will be the only Paediatric major Trauma centre on the island of Ireland. The vision for the National Trauma System for Ireland is that it will reduce both the incidence and burden of trauma and increase the survival rate of major trauma patients by delivering a seamless transition between each phase of care. This exciting new role within CHI is integral to the holistic case management and coordination of the clinical care of children alongside their families through the paediatric major trauma service. The post-holder will be a key point of contact and advocate to support the Child and their family through the acute trauma pathway, promoting excellent communications whilst supporting the wider multi-disciplinary team (MDT).

	The successful candidate will work with the Trauma Clinical Lead to develop the Paediatric Major Trauma service at the NCHI, integrating collaboratively with existing services and teams. <i>The successful candidate may be required to work across CHI sites and services in line with organisational requirements and the development of the new children's hospital and associated services.</i>
Principal Duties and Responsibilities	Professional Duties and Responsibilities: • The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. • The Trauma Coordinator role will have responsibility for the coordination of the major trauma patient pathway from admission through acute care to discharge from hospital. • This CNM2 post holder is integral to the holistic case management of patients to co-ordinate and manage patient pathways thereby ensuring timely access to specialist care is delivered to the highest national and international quality and safety standards. Managerial /Leadership Responsibilities • The Coordinator will be a key point of contact and advocate to support the patient and their family through the acute trauma pathway, promoting excellent communications whilst supporting the wider multi-disciplinary team (MDT) and manage patient pathways thereby ensuring timely access to specialist care is delivered to the highest national and international quality and safety standards • The post holder will work collaboratively with specialist MDT teams and stakeholders to develop evidence base policies, procedures, guidelines and pathways for the paediatric major Trauma service at the NCHI to integrate with existing services and to support the model of care for the Paediatric MTC. • They will have a key role in attending and supporting the co-ordination of the daily trauma MDT meeting, discharge planning, ensuring patient repatriation and will work collaboratively with post-acute services. • The post holder will be responsible for co-ordinating the daily management of major trauma patients from admission to discharge. They will be responsible for liaising closely with members of the multidisciplinary and multi-specialty teams, with patients, their families, other hospitals and/or rehabilitation centres ensuring that patient treatment plans are initiated and implemented in a seamlessly manner.

- The role will be integral to the ongoing clinical governance of the CHI Paediatric Major Trauma Service and implementing service improvements in conjunction with other key stakeholders.
- To provide clinical and professional leadership promoting the values of CHI and the National Trauma System, and HIQA standards.
- To support the Clinical Lead for MTC to establish and implement short and long-term programme goals, objectives, strategic plans, policies and operating procedures.
- To participate in the evaluation and audit of the CHI Paediatric Major Trauma Service and effect changes required for improvement
- To participate in the collection of Major Trauma Audit data (formally TARN) data for CHI in conjunction with NOCA
- Ensure timely movement of patients through the acute trauma pathway and escalate any barriers as appropriate.
- Liaise with appropriate members of the MDT to ensure that each patient episode is managed in the most effective and efficient way, in line with best practice guidelines.
- Liaise with Directorate Nurse Manager, Patient flow DON, PEM team and Theatre lead to ensure efficient patient pathways.
- To ensure major trauma MDT meetings take place for presentation and discussion of all new MT patients following admission
- Establish strong working relationships with key external stakeholders
- Work closely with the CHI multidisciplinary teams and relevant work streams to support the development of MTC patient pathways. The post holder will also work collaboratively with the National Office for Trauma Services (NOTS) and relevant stakeholders including other Major Trauma Centres nationally to develop and deliver a flexible and innovative approach to the new National Trauma System, developing national standards and key performance indicators (KPIs).
- Provide high level of professional and clinical leadership, specialist knowledge and clinical expertise in the specialty.
- Practice according to professional Clinical guidelines and Current Legislation
- Manage, monitor and evaluate professional clinical standards ensuring evidence-based approach to care.
- Support education delivery.
- Utilise audit data to support quality assurance and quality improvement.
- Provide reports and data to senior management and governance group

Professional / Clinical

The MTC Trauma Coordinator will:

	• Establish clear, positive leadership and good working relationships both professionally and managerial with multidisciplinary teams and nursing colleagues • Managing and co ordinating the service by establishing clear communication pathways for all trauma admissions. Ensuring all MT patients are highlighted to the CHI Trauma Service in hours. The out of hours, should occur at service resumption and at the MDT the next morning. • Have an overview of all major trauma patients in the organisation regardless of what specialty they are under. • Ensure major trauma patients are tracked following trauma either directly through Patient flow or indirectly via transfers direct to theatre, critical care and the wards. • Ensure that all major trauma patients have management plans and relevant specialities are involved in the patients' care. Escalate issues as appropriate where treatment or plans are delayed. • Work with Trauma Lead to develop MTC daily huddle structure and ensure Trauma Coordinator representation in attending relevant ward rounds and a strong presence and participation at MTC daily huddle meetings. • Respond to healthcare professionals at a local level to provide accurate, up-to-date information, answer queries regarding patient management issues. • Ensure accurate patient specific EHR for all major trauma patients. • Enable the provision of Child and family centred care ensuring that both child and families are communicated with up to date information to assist with decision making and planning of care. Identify and propose changes which promote a positive patient experience. • Assist in promoting flow through the patient pathway by identifying patients who no longer require MTC level care and can be transferred for care closer to home. This will be in conjunction with national repatriation protocols and Director of nursing patient flow. Escalate delays to relevant teams where necessary. • Work collaboratively with the inpatient trauma service teams to ensure that all children's rehabilitation needs are assessed and met at the appropriate stage of their recovery. Ensure there is a smooth handover of patient care at the appropriate point in their pathway. • Many of the patients within the Major trauma service will be children with disabilities and complex needs. The provision of care is necessary for co-ordination and linkages between adult and paediatric trauma services and that paediatric service providers are considered at all stages of the care pathway to ensure seamless transfer of care and share best practice for Child and families. • Oversee and monitor the quality of care for patients who have sustained major trauma. Monitor areas of concern and promote good practice. • Provide support and education to staff involved in the care of major trauma patients where necessary. Working collaboratively with nursing colleagues
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- Promotes and supports the utilisation of evidence-based care to improve patient outcomes, reduce variation in practice Promoting family centred care, patient empowerment and partnership through consultation, information sharing, right to choice and informed consent

Leadership & Communication

- Establish and cultivate cooperation and a good communication framework within the multidisciplinary teams.
- Liaise with and have a strong working relationship with all the key MTC stakeholders.
- Actively engage with and promote clinical governance and improvement agendas within units, teams, and regions nationally.
- Be the single point of contact for liaison between MTCs and Trauma Units (TUs) to arrange transfer and repatriation of trauma patients. Escalate as appropriate if challenges persist.
- Working alongside the Patient flow DON liaise between the MTC and a range of other care providers including referring to hospitals, ambulance and aero-medical services, HSE, DOH and other relevant agencies nationally and internationally.
- Act as an advocate for the patient and family ensuring the provision of timely and accurate information.
- Actively participate and encourage team debriefing.
- Provide leadership and promote smooth and effective working relationships with all teams and between teams.
- Represent the CHI Major Trauma Service at internal and external meetings and feedback to Senior nursing monthly meetings.
- Liaise with theatre and service leads to ensure the major trauma list is optimally utilised and ensure efficient patient flow throughout the MTC.
- Signpost patients and their families to the appropriate services and information which will support their rehabilitation and ongoing needs in collaboration with other disciplines.
- Is aware of and practices the principles of Open Disclosure and informed consent when necessary and upholds the principles of privacy, dignity and shared decision making in all patient interactions
- Communicates in a manner that is compassionate, age-appropriate, respectful and non-discriminatory, exhibiting emotional intelligence for the context in which communication occurs.
- Welcomes feedback from the service users and their families' perspective, communicates this information back to staff and encourages identified areas of good practice and care whilst collaborating to implement suggested improvements

	<u>Education and Training</u> <i>The MTC Trauma Coordinator will:</i> • Participate in mandatory and recommended training programmes in accordance with organisational guidelines • Support colleagues to formulate and develop trauma-specific training programmes through formal courses and local teaching. • Provide lectures and support to the level 9 Paed ED and PICU courses and work with the Education facilitators in the acute areas. • Participate and contribute to local and national forums on trauma. • In conjunction with internal and external education partners, contribute to the establishment of recognised specialist trauma related educational programmes. • Maintain own professional development and relevant clinical competency to include attendance and presentation at national/international conferences. <u>Research & Audit</u> • Work within the research governance arrangements to support audit of practice locally, nationally and internationally. • Liaise and work closely with the CHI Risk, Quality and patient safety team. • Working closely with the CHI patient advocacy team monitoring complaints and improvement needs to service • Record the Major Trauma Audit data and present same to clinical governance group quaterly • Work closely with the clinical lead and specialist teams as to monitoring and auditing outcomes and service and report findings to governance group • Encourage and support the development of clinical audit within CHI Trauma Service. Participate in and support audit and research studies within trauma, presenting findings through presentations and writing for publication and wider MTC. • Support improvement and strive for innovation in providing contemporary and patient focused pathways. <u>Liasion/Communication</u> <i>The MTC Trauma Coordinator will:</i>
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- Work closely with the National Clinical Lead for Trauma, CHI Clinical Lead and the NOTS in the development of policies procedures protocols and guidelines
- Develop effective care pathways from admission to discharge to ensure the delivery of appropriate, patient focused, safe care.
- Ensure continuous improvement of service provision by maintaining current/up to date knowledge of best practice and by creating an environment of trust and respect.
- Ensure adherence to the evidence based policies, procedures, standards and protocols, to maintain delivery of the highest level of patient care at all times
- Actively participate in MDT for all admitted major trauma patients ensuring timely and accurate documentation of patient care plan in line with MTC model of care.
- Ensure Trauma Coordinator representation in attending relevant ward rounds and a strong presence and participation at MTC daily huddle meetings, ensuring management plans are carried out in a timely manner
- Liaise with all members of the MDT with regard to organising ongoing patient care including discharge planning and transfers of care. This role calls for a strong working relationship with inpatient trauma service team.
- Ensure compliance with National Trauma Policies, Procedures, Protocols and Guidelines (PPPG) and identify and report any breaches/discrepancies to the MTC Clinical Lead.
- Be an integral part of the MTC management team.
- Attend and participate in National Trauma Network meetings and disseminate information to all relevant stakeholders.
- Ensure good teamwork, promoting multi and interdisciplinary working across the service.
- Be aware of and comply with established CHI risk management reporting systems.
- Ensure compliance with Health and Safety legislation.
- Working collaboratively on risk management within the CHI Trauma Service, support a process for regular reviews in order to minimise risk.
- Work with Patient advocacy team in the event of any complaints made to the CHI Trauma Service and follow up outcome actions, highlighting any need for improvement in quality of service provided.

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	<u>Essential Criteria:</u> • Be registered in the Children's or General division of the Register of nurses with the Nurses and Midwifery Board of Ireland • Have a minimum of 5 years Post Graduate experience of which 3 years must be within acute paediatric nursing. • Experience in Paediatric Emergency Medicine / Critical Care/ Orthopedics/ Surgery/Theatre or Trauma related specialties. <u>Desirable Criteria:</u> • Experience in the clinical management and acute care of trauma patients • Excellent effective verbal and written communication skills • Previous experience in setting up a service and policies/ protocols • Demonstrates evidence of leadership • Experience in process improvement and effective change management • Evidence of successfully managing change
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.



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.