

Job Title & Grade	Neonatal Clinical Nurse Manager II, Research and Audit - 2119
Campaign Reference #	105527
Closing Date	Tuesday 3 rd November 2026 by 11:45pm.
Duration of Post	1 whole-time Permanent
Specific T&Cs of post	5/5 37.5 standard working week, 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 1st August 2025: Grade, Code 2119, starting at Point 1 €62,699 and rising annually in increments: €79,227 LSIS.
Location of post	CHI at Crumlin and Temple Street until opening of NCHI.
Reporting Arrangements	This post will report to the Assistant Director of Nursing and the Director of Nursing for Clinical Directorate C.
Key Working Relationships	The post holder will work closely with: • Clinical Nurse Manager 3 • Assistant Director of Nursing CDC. • The Neonatal Clinical Specialty Lead and medical team • Clinical Engineering, Data Management and Information Technology departments. • Research and Audit nursing group. • Nurse education group. • CNM group and Nursing Staff. • Members of the Neonatal Multidisciplinary 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	To lead and support research and clinical audit activities within the current neonatal service at CHI and the Neonatal Intensive Care Unit (NICU) in the New Children's Hospital. The post holder will promote evidence-based practice, support research initiatives, and act as a catalyst for continuous quality improvement to enhance patient outcomes, patient safety and the overall quality of neonatal care, in collaboration with the multi-disciplinary team. The post holder will be responsible for the collection, management, and analysis of clinical data, the production of audit reports, and the dissemination of findings to relevant stakeholders.
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. The post holder will; • Exercise professional accountability as guided by the Nursing and Midwifery Board of Ireland (NMBI) for his / her own professional practice, maintaining and improving professional knowledge, competence and scope of professional practice. • Promote awareness and integration of audit, research and evidence-based practice within the Neonatal Service and NICU. • Provide professional, managerial and educational leadership to nursing staff. • Support the education, mentorship and development of students and colleagues. • Foster effective communication, teamwork and professional relationships across the multidisciplinary team. • Ensure confidentiality and compliance with Data Protection requirements. • Promote a culture of dignity, respect, continuous learning and quality improvement. Management • Report to the CNM III/ADON as appropriate. • Excellent verbal and written communication skills. • Ability to present audit and research findings to multidisciplinary groups. • Strong interpersonal and influencing skills.

	• Evidence of leadership, initiative and ability to work independently. • Coordinate and support clinical audit and research activities within the Neonatal Service and NICU. • Maintain and manage neonatal clinical databases, ensuring data accuracy, completeness and timely reporting. • Produce audit reports, quality metrics and contribute to annual service reports. • Liaise with national and international organisations including The National Perinatal Epidemiology Centre (NPEC), the National Office of Clinical Audit (NOCA) and the Vermont Oxford Network (VON). • Support development of the Neonatal Electronic Health Record and other digital systems. • Monitor and report on clinical performance indicators, surveillance audits and patient safety metrics. • Support the weekly cross-site Neonatal Excellence and Safety in Teamwork (NEST) meetings, risk management initiatives and quality improvement programmes. • Participate in service planning, innovation and integration initiatives across neonatal networks. • Work collaboratively with multidisciplinary teams to improve quality of care and patient outcomes. Clinical Component • Provide clinical leadership and promote evidence-based neonatal practice. • Knowledge of current neonatal care standards and national quality frameworks. • Act as a resource person on clinical audit, research and quality improvement. • Collect, analyse and report clinically relevant data aligned with national Key Performance Indicators. • Initiate, facilitate and support neonatal nursing and multidisciplinary audit and research projects. • Use audit and research findings to improve patient-centred care and service delivery. • Promote safe, effective and family-centred care within the neonatal environment.
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	• Ensure accurate documentation and communication of clinical activity and outcomes. Education • Maintain compliance with mandatory training requirements. • Keep professional knowledge and practice current through continuing professional development. • Contribute to the development of clinical standards, guidelines and policies informed by best evidence. • Promote learning from audit and research findings across the service. • Facilitate knowledge sharing through education sessions, conferences and professional meetings. Research and Audit • Lead and support audit programmes to monitor clinical practice, outcomes and compliance with standards. • Understanding of data protection, confidentiality and information governance requirements • Analyse and disseminate audit and research findings to inform practice improvements. • Contribute to neonatal and critical care research initiatives and evidence generation. • Collaborate with management and multidisciplinary teams to achieve Better Safer Healthcare standards. • Network with audit, data management and research colleagues to promote best practice and innovation. • Develop, implement and evaluate quality improvement projects, clinical guidelines, policies and procedures. • Act as a catalyst for service development, quality improvement and excellence in neonatal care.
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	Note: The post holder may be required to undertake additional duties appropriate to the role and contribute to the ongoing development of the position and neonatal services. <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 on the Children's Division and/or the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland. <i>And</i> Minimum of 3 years post-registration experience, including significant experience in neonatal nursing. <i>And</i> Minimum of 2 years' experience in a Neonatal Intensive Care Unit (NICU) or critical care environment. <i>And</i> Knowledge of audit methodology, data collection, analysis and report writing. <i>And</i> Experience participating in clinical audit, quality improvement, service evaluation or research projects. <i>And</i> Experience using Word, Excel, PowerPoint and Outlook. <u>Desirable Criteria:</u> • Postgraduate qualification in Neonatal Nursing. • Qualification or training in Clinical Audit, Research Methods, Quality Improvement or Healthcare Data Management. • Previous experience with an Electronic Health Record system.

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 is 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 Tuesday 3rd November 2026 by 11:45pm. 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 Jenny Dunne, CNM3 Work stream lead for Neonatology Jenny.Dunne1@childrenshealthireland.ie or Deirdre Hughes, ADON for Clinical Directorate C. Deirdre.Hughes@childrenshealthireland.ie For other queries relating to this recruitment process, please contact HR Talent Acquisition Specialist Naomi McGrath, naomi.mcgrath@childrenshealthireland.ie PLEASE NOTE: CHI has transitioned to a process of a one commencement day per month for all new employees, CHI internal transfers and Secondments. This update to our on boarding process is aligned to changes in our monthly/fortnightly payroll and with the launch of our new 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 2027 for your information. · 4th January 2027 · 8th February 2027 · 8th March 2027 · 5th April 2027 · 10th May 2027
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Digital Health Technology:

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 CNM2 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.

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.

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