

Job Title & Grade	Coordinator for the Post Graduate Diploma in Neonatal Intensive Care Nursing -2119
Campaign Reference #	105533
Closing Date	Tuesday 3 rd November 2026 at 11:45pm
Duration of Post	Permanent 1 WTE
Specific T&C's of post	37.5 standard working week 5/5 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	Crumlin and Temple Street until the opening of NCHI.
Reporting Arrangements	This post is professionally accountable to: The Directors of Nursing across Temple Street and Crumlin sites. Operationally reporting to the Directorate C ADON/CNMIII in Neonatology.
Key Working Relationships	The post holder will work closely across Temple Street and Crumlin sites with: • Clinical Nurse Manager III, • Divisional Nurse Manager Clinical Directorate C • CNEF's NICU • Neonatology Clinical speciality lead and neonatal medical colleagues. • Nurse Practice Development Unit • Centre of Children's Nurse Education • Clinical Placement Coordinators • Health and Social Care Professionals • Department of Nursing studies University College Dublin (UCD) <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	This is a unique and pioneering role for the postholder as they will lead the development, implementation, and coordination of the first Postgraduate Diploma in Neonatal Intensive Care Nursing programme across Children's Health Ireland (CHI). This landmark role has been established to support the development of a highly skilled neonatal nursing workforce in preparation for the opening of the new National Children's Hospital and the transition to a national quaternary-level Neonatal Intensive Care Unit (NICU). Working in partnership with academic institutions, neonatal nursing leaders, medical colleagues, and multidisciplinary stakeholders, the coordinator will ensure the delivery of a high-quality postgraduate educational programme that equips nurses with the advanced knowledge, clinical skills, and professional competencies required to care for the most critically ill and complex neonatal patients. The post holder will provide strategic leadership in neonatal education, workforce planning and clinical practice development, contributing to the establishment of a sustainable cohort of specialist neonatal nurses capable of meeting the evolving demands of a nationally integrated neonatal service. Through the promotion of excellence in education, evidence-based practice, research, and quality improvement, the coordinator will play a pivotal role in shaping the future neonatal nursing workforce within Children's Health Ireland and supporting the safe delivery of world-class neonatal care in the new quaternary NICU service.
Principal Duties and Responsibilities	Professional Duties and Responsibilities: The post holder will live the CHI values and be child-centred, compassionate, and progressive and will act with respect, excellence and integrity. <u>Principal Duties:</u> • Lead the coordination and delivery of the Postgraduate Diploma in Neonatal Intensive Care Nursing Programme at Children's Health Ireland. • Act as the primary liaison between CHI, academic institutions and postgraduate students. • Support nurses undertaking the programme through mentorship, clinical facilitation and professional guidance. • Coordinate clinical learning opportunities, competency assessments and educational resources to ensure programme outcomes are achieved. • Collaborate with neonatal nursing and medical leadership to ensure the programme aligns with service needs and workforce priorities. • Promote evidence-based practice, quality improvement and research within neonatal nursing.

- Contribute to workforce readiness for the opening of the quaternary Neonatal Intensive Care Unit within the new Children's Hospital.
- Foster a culture of learning, innovation, professional development and clinical excellence.
- Liaise with Clinical Nurse Education Facilitators (CNEFs) across CHI sites regarding programme planning, delivery and evaluation.
- Evaluate programme outcomes and contribute to curriculum review and development in partnership with academic institutions.
- Promote the postgraduate programme internally and externally to support the advancement of neonatal nursing practice and education.

Clinical Practice

- Function as an expert practitioner in Neonatal Intensive Care Nursing.
- Provide clinical leadership, guidance and education to nursing staff caring for infants requiring intensive and specialised neonatal care.
- Support and assess students undertaking the programme to ensure achievement of clinical competencies and learning outcomes.
- Facilitate the integration of theory into clinical practice.
- Act as a professional role model and advocate for infants and families.
- Promote a safe, effective and family-centred approach to neonatal care.
- Maintain advanced clinical knowledge and expertise in line with contemporary neonatal practice.

Professional Practice

- Maintain and enhance knowledge of national and international developments in neonatal nursing and neonatal healthcare.
- Exercise professional accountability in accordance with the Nursing and Midwifery Board of Ireland (NMBI) Code of Professional Conduct and Ethics.
- Ensure nursing practice is informed by current research, evidence and best practice standards.
- Act as an expert clinical resource for nursing and multidisciplinary colleagues.
- Work within established clinical governance, risk management and quality improvement frameworks to support compliance with HIQA standards.
- Contribute to the development of nursing practice, workforce planning and neonatal service development.
- Facilitate effective communication with nursing management, education teams and multidisciplinary colleagues.

- Monitor and evaluate the effectiveness and impact of the coordinator role and programme outcomes.

Educational Responsibilities

- Coordinate the induction, education and continuing professional development of nurses undertaking the Postgraduate Diploma Programme.
- Lead and support educational initiatives for nursing staff and students across neonatal services.
- Develop and review educational resources, clinical guidelines and learning materials to support best practice.
- Organise and deliver lectures, workshops and educational sessions in collaboration with medical, nursing and multidisciplinary colleagues.
- Participate in student assessment processes, including clinical assessments, presentations and assignments in collaboration with academic partners.
- Monitor student progress and implement appropriate support measures where required.
- Encourage participation in research, presentations, quality improvement initiatives and professional development activities.
- Liaise with multidisciplinary colleagues to ensure students have access to comprehensive, evidence-based learning opportunities.

Research and Audit

- Lead the ongoing evaluation and quality assurance of the Postgraduate Diploma in Neonatal Intensive Care Nursing Programme.
- Collaborate with CHI, academic partners and relevant stakeholders to evaluate programme effectiveness and educational outcomes.
- Promote the application of research and evidence-based practice within neonatal nursing.
- Support students and staff to participate in audit, research and quality improvement initiatives.
- Lead continuous audit of programme delivery and implement improvements based on findings.
- Promote a culture of enquiry, innovation and continuous quality improvement.

	Management and Service Development • Liaise with CNM III, CNM II, Clinical Nurse Educators and multidisciplinary colleagues regarding all aspects of programme delivery and student support. • Foster effective communication, collaboration and positive working relationships across neonatal services. • Participate in programme governance, academic and service development meetings. • Promote a safe clinical and educational environment in accordance with health and safety, risk management and organisational policies. • Contribute to the recruitment, retention and development of neonatal nursing staff. • Support departmental policy development, service improvement initiatives and change management projects. • Ensure the effective use of resources to support programme delivery and maintain high standards of care. • Demonstrate professionalism, sound judgement and effective communication when managing complex situations. • Contribute neonatal nursing expertise to the planning, development and implementation of services associated with the new Children's Hospital and the establishment of a world-class quaternary Neonatal Intensive Care Unit. <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> • Registration as a Registered General Nurse and/or Registered Children's Nurse with the Nursing and Midwifery Board of Ireland (NMBI). • A recognized Postgraduate Qualification in Neonatal Intensive Care Nursing. • A minimum of five years post-registration nursing experience. • A minimum of three years recent experience in Neonatal Intensive Care Nursing.

	• Demonstrate experience in clinical teaching, preceptorship, facilitation, or staff development. • Excellent communication, leadership, and organizational skills. • Evidence of continuing professional development. <u>Desirable Criteria:</u> • Master's Degree or progression towards a master's qualification. • Qualification in teaching, assessment or education. • Experience in programme development, educational leadership or project management. • Experience in simulation-based education, research and quality improvement initiatives.
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 CNMIII, Jenny.Dunne1@childrenshealthireland.ie or Deirdre Hughes ADON, Clinical Directorate C. Deirdre.Hughes@childrenshealthireland.ie For other queries relating to this recruitment process, please contact 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
	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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