

Job Title & Grade	Registered Advanced Nurse Practitioner (Neonatology) - 2270
Campaign Reference #	105535
Closing Date	Tuesday 3 rd November 2026 at 11:45pm
Duration of Post	1 whole time Permanent
Advertisement Type	External
Specific T&C's of post	This role is 7/7 role to include weekends 37.5 standard working week/ Shift 28-30 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 2270, starting at Point 1 €72,843 and rising annually in increments: €89,894 LSIS.
Location of post	Cross site Temple Street and Crumlin and the NICU in The New Children's Hospital.
Reporting Arrangements	The Registered Advanced Nurse Practitioner in Neonatology will report to the Assistant Director of Nursing, be professionally accountable to the Director of Nursing Clinical Directorate C and clinically accountable to the Clinical Speciality Lead for Neonatology.
Key Working Relationships	The post holder will work closely with: • Medical Clinical Specialty Lead and Neonatal medical team • Clinical Nurse Manager 3 Neonatology • NICU Clinical Nurse Educator Facilitators team • Nursing, CNS and ANP colleagues • HSCP team, including Physiotherapists, Occupational Therapists, Dieticians, Speech and Language Therapists, Social Work, Psychologists. • Practice Development and QPRS team • Children's Centre for Nurse Education (CCNE) • Patient Flow 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	Shape the Future of Neonatal Care in Ireland Children's Health Ireland (CHI) is seeking an experienced and visionary Registered Advanced Nurse Practitioner (Neonatology) to join our expanding neonatal team and play a pivotal role in the development of the Neonatal Intensive Care Unit within the New Children's Hospital. This is a unique opportunity to contribute to one of the most significant developments in paediatric and neonatal healthcare in Ireland. As part of the National Model of Care for Neonatal Services, the successful candidate will help deliver high-quality, family-centred, evidence-based neonatal care while supporting service transformation and innovation across CHI. The Registered Advanced Nurse Practitioner (RANP) in Neonatology will provide advanced, autonomous, evidence-based clinical care to neonates requiring intensive, high dependency and special care services across Children's Health Ireland. The post holder will work as an expert clinician within an agreed scope of practice, delivering high-quality, family-centred care to infants with complex medical, surgical and developmental needs. The RANP will be a key member of the multidisciplinary team, providing expert clinical leadership while contributing to service development, education, research, quality improvement and strategic planning. The role will support the ongoing development of neonatal services and the transition to the New Children's Hospital in line with national healthcare priorities and CHI strategic objectives.
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's practice is underpinned by the six core competencies outlined in the <i>NMBI Advance Practice (Nursing) Standards and Requirements (2017)</i>, which provide the framework for fulfilling the role. The six core domains are: 1. Professional Values and Conduct 2. Clinical Decision-Making 3. Knowledge and Cognitive Competences 4. Communication and Interpersonal Competences 5. Management and Team Competences 6. Leadership and Professional Scholarship Competences Professional Values and Conduct The RANP will;

- Practise as an autonomous advanced practitioner within an agreed scope of practice and in accordance with Nursing and Midwifery Board of Ireland (NMBI) standards.
- Act as the lead healthcare professional for designated patients and accept accountability for clinical decision-making.
- Maintain accurate, timely, and comprehensive clinical documentation.
- Work within the scope of practice, recognising limitations and seeking advice or referral when appropriate.
- Ensures informed parental consent is obtained for treatments and procedures.
- Maintains confidentiality and complies with data protection and information governance requirements.
- Supports shared decision-making with parents and multidisciplinary team members, particularly in complex or end-of-life care situations.
- Demonstrates cultural sensitivity and respect for family beliefs, values, and preferences.
- Acts as an advocate for the neonate and family, ensuring their needs, rights, and best interests are central to all care decisions.
- Supports families to understand their infant's condition, treatment options, and care plans.
- Escalates concerns related to patient safety, safeguarding, or quality of care.
- Promotes family-centred care and parent participation in neonatal care whenever appropriate.
- Practices in accordance with NMBI standards, neonatal clinical guidelines, local and national policies, and relevant legislation.
- Maintains professional registration and compliance with regulatory requirements.
- Participates in peer review, supervision, and appraisal processes.
- Ensures safe prescribing practices and compliance with medication management policies where applicable.

Clinical Decision-Making

- Provide expert clinical care to neonates with complex medical, surgical, congenital and developmental conditions.

- Undertake comprehensive assessment, diagnosis, treatment, ongoing management and evaluation of neonates from admission through to discharge.
- Consult with and refer to Consultant Neonatologists when patient care requirements fall outside the agreed scope of practice.
- Exercise a high level of judgement, discretion, critical thinking and decision making in their assessment, diagnosis and management of infants in their care.
- Conduct comprehensive physical, developmental and family-centred assessments.
- Undertake diagnostic and therapeutic interventions as appropriate including the placement of peripheral and central Intravenous access.
- Request, interpret and act upon diagnostic investigations including laboratory tests and radiological studies.
- Continuously monitor the infant's condition adjusting treatments and management plan as appropriate in collaboration with the neonatal team.
- Initiate discharge planning early in collaboration with the nursing team.
- Lead and coordinate intra-hospital transfers while prioritising patient safety
- Formulate differential diagnoses and establish management plans in collaboration with the multidisciplinary team.
- Support the neonatal nursing workforce in caring for neonates through consultation, education and skills facilitation when required.
- Significant experience in clinical practice in delivery of acute unscheduled care at both local and national levels.

Knowledge and Cognitive Competences

- Lead and contribute to the development, implementation and review of policies, procedures, protocols and clinical guidelines.
- Attend mandatory training and ensure compliance with statutory, professional and organisational requirements.
- Maintain personal education and development and be fully informed of current advances in neonatal care in relation to medical, surgical and preterm evidence-based practice.

	• Act as an education resource for all nursing staff and students and junior medical staff. • Work in collaboration with medical and nursing staff to develop multidisciplinary learning. • Disseminate good clinical practice locally through seminars, conferences and study days. • Develop a reflective environment where nursing and medical staff are encouraged to critically analyse their own practice. • Maintain advanced neonatal resuscitation competencies through regular participation in neonatal resuscitation training (NRP), and multidisciplinary simulation exercises. • Facilitating simulation training for nursing, medical, and allied health staff • Participate and teach on the neonatal foundation programme and Neonatal Resuscitation programme including simulation training. • Contribute their experience and knowledge in assessing the effectiveness of neonatal education programmes. • Act as a clinical mentor for students undertaking further education and for future RANPs in Neonatology. • Act as a resource to support the educational needs of other neonatal departments within the area network on a consultative basis. • Evaluate and report on the progress of trained staff and students in the clinical area and participate in the appraisal of nursing and junior medical staff. • Maintain high standards in clinical skills and continually update both practice and education through continuous professional development. • Promote active participation on ward rounds from all members of the multidisciplinary team. Management and Team Competences • Leadership and team management skills, including the ability to manage his/her staff and service and work with multi-disciplinary team members.
--	--

- Contribute to strategic planning issues in relation to practice development in the clinical area as well as evaluating current practices and implementing recommendations from national clinical and integrated care programmes.
- Actively participate in the process of clinical risk management pertaining to the neonatal unit
- Act as a clinical expert resource for the development of the electronic health record and the establishment of care pathways for neonates.
- Evaluate the environment in which care is given and make recommendations for change, ensuring a cost-effective use of resources.
- Contribute to the delivery of neonatal services at national level by contributing to the development of collaboratively agreed care pathways and by being available in a consultative capacity to colleagues in referring hospitals.
- Develop links and network with other Registered Advanced Nursing Practitioners to support and promote advanced nursing practice.
- Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals.
- Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships.
- Assist and support nursing management in relation to recruitment, development of job descriptions, appraisals, education, training and staff development.
- Demonstrate evidence of effective planning and organising skills including awareness of resource management.

Communication and Interpersonal Competences

- Collaborate with nursing management and the neonatal team on practice development including the development of nurse-led initiatives to enhance patient care.
- Foster multi-professional relationships, to enhance a collaborative multidisciplinary approach to patient care to include sub-specialities such as Surgery, PICU, Neuro-disability, ENT, Cardiology, Respiratory Medicine, Neurology, etc.

- Demonstrate a high level of verbal and non-verbal communication skills to effectively communicate with Patients/Parents, colleagues, hospital management, other hospital staff and stakeholders from other institutions.
- Liaise with community services, primary care teams and referring hospitals to ensure effective discharge planning, repatriation and continuity of care.
- Ensure information technology used maintains the confidentiality of information about patients, parents and staff in accordance with current legislation, GDPR and hospital policy.

Leadership and Professional Scholarship Competences

- Demonstrate leadership in promoting evidence-based practice and clinical governance.
- Participate in the strategic and operational development of neonatal services
- Provide expert advice, support and consultation to nursing staff and other healthcare professionals.
- Demonstrate a knowledge and undertaking of the current governance structures and anticipated changes with the establishment of the New Children's hospital.
- Knowledge of the principles of clinical governance.
- Experience of operating in complex and challenging environments.
- Knowledge of the Irish health sector, national health programmes and health reform agendas.
- Strong negotiation and influencing skills.
- Effective change management skills.
- Risk and issue management skills.
- Ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of programme aims.
- Have excellent computer skills, competencies, and knowledge of hospital data/information systems.
- Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations.

- Evaluate current policies and guidelines and take an active part in the development and updating of evidence based clinical guidelines, policies and protocols to support nursing and medical and surgical care of new-born infants.
- Maintain a professional practice portfolio, incorporating evidence of learning from continuing professional development, clinical supervision, reflective practice and review of his/her own scope of practice in accordance with regulatory requirements and service need.
- Contribute to departmental performance monitoring through service evaluation and key performance indicator reporting.
- Participate in quality assurance activities, audit programmes and clinical governance initiatives.
- Initiate change and quality initiatives and evaluate outcomes with the objective of improving the care of the neonate and family.
- Foster an environment conducive to clinical research and audit.
- Identify audit topics and participate in the process, evaluation and presentation of findings.
- Promote individual development and unit status by participating in publishing articles and research papers.
- Act as a support and mentor to members of the multidisciplinary team undertaking research and development activities.
- Be proactive in encouraging staff to identify potential areas of nursing research and work in collaboration with other members of the multidisciplinary team to facilitate the development of a research teams for individual projects.
- Actively participate in the research process, facilitate data collection, clinical trials and audit.
- Experience of developing, applying and reviewing an evidence-based approach to decision making.

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> • Registered Nurse on the General, Children's or Integrated Division of the NMBI Register. <i>and</i> • Be a Registered Advanced Nurse Practitioner (Neonatology) with the Nursing and Midwifery Board of Ireland (NMBI) or eligible for registration <i>and</i> • Minimum 7 years post-registration nursing experience of which 5 must be in Neonatal Intensive Care Nursing <i>and</i> • Advanced clinical assessment, diagnostic and decision-making skills <i>and</i> • Qualification in Nurse Prescribing or equivalent training and eligibility for Irish recognition <i>and</i> • Have undertaken or agree to undertake the Certificate in Ionising Radiation Prescribing, within an agreed timeframe <i>and</i> • Have a master's degree (level 9) in Nursing or a related healthcare discipline relevant to Neonatology or equivalent training <i>and</i> • Have clinical experience at an advanced level in care of the surgical neonate. <u>Desirable Criteria:</u> • Instructor status in NRP, NLS, APLS or PALS. • Experience in neonatal transport services. • Experience in developing clinical guidelines and protocols. • Leadership or management qualification. • Research experience, including publication in peer-reviewed journals.
--	--

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 workstream 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 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 Onboarding 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.

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.