Sláinte Leanaí Éireann
CHI
Children's Health Ireland

Job Title & Grade	Clinical Nurse Manager 2 – Transitional Care Unit
Campaign Reference #	105664
Closing Date	Thursday, 5th of November 2026 at 11:45pm
Duration of Post	Specified Purpose Contract (Maternity Leave Cover)
Specific T&C's of post	0.52WTE/19.5 hours working week/ shift work required; 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 June 2026: Grade, Code 2119, starting at Point 1 € 62,699 and rising annually in increments: € 79,227 LSIS.
Location of post	Transitional Care Unit, CHI at Crumlin
Reporting Arrangements	This post will report to Assistant Director of Nursing
Key Working Relationships	The post holder will work closely with: • Multi-disciplinary teams • Assistant Director of Nursing, • Site Management • Patient Flow Team • Clinical Nurse Facilitators • Nurse Practice Development Unit • Clinical Placement Coordinator • Human Resources • Medical Colleagues • Allied Healthcare Professionals *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.*

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Purpose of the Role	The post holder has a pivotal role in co-ordination and management of activity and resources within the clinical area. The main responsibilities are: • Staffing and staff development resource management, facilitating communication and professional/clinical and ethical leadership. • Support the philosophy and the mission statement of the hospital. • Handle all grievance /disciplinary matters which are brought to your attention alongside the Assistant Director of Nursing • Ensure confidentiality on all matters and information obtained during the course of employment. The post holder is accountable, responsible and has authority The TCU is a six-bedded specialist unit providing care for children with complex healthcare needs, including tracheostomies, long-term ventilation, and other technological dependencies. The service supports children's neurological, social, and emotional development, promotes family integration, and facilitates safe transitions to home and community care. The team works closely with multidisciplinary colleagues, community services, and regional hospitals to coordinate complex discharge planning and ongoing care pathways.
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. **Management:** • Facilitate and play a pivotal role in performance management. • Be proactive in managing performance. • Keep your Assistant Director of Nursing appraised on all issues relating to performance issues. • Provide a high level of professional and clinical leadership • Evaluate and manage the implementation of best practice policy and procedures. • Formulate, implement and evaluate service plans and budgets in co-operation with the multi-disciplinary team. • Manage all resources efficiently and effectively. • Facilitate co-ordination, co-operation and liaison across multi-disciplinary teams and programmes. • Manage defined devolved human resource functions, by having a proactive approach to absenteeism and with particular emphasis on maximising recruitment and retention of nursing and non-nursing staff. • Provide support and supportive supervision to the nurse in charge and front line staff where appropriate.

	• Supervise and assess student nurses and foster a clinical learning environment. • Ensure that effective safety procedures are developed and comply with statutory obligations. • Contribute to the formulation, development and implementation of policies and procedures at ward/department and hospital level. • Lead and implement change with particular reference to recommendations of the Commission on Nursing • Participate in on-going development of staff. • Facilitate team building and staff motivation • Manage and promote community liaison and facilitate orientation and training for community personnel • In conjunction CNM 3 discharge co-ordinator and TCU CNF facilitate the provision of information, education and training to parents and family carers in the specific needs of children requiring long term care • In collaboration with TCU CNF and other departments facilitate the provision of information and demonstration in the use of technological equipment required for these children including the health and safety aspects of their use. • To promote a family centred care approach to all aspects of development of those involved in the long term care of the children of TCU and in their discharge to community services. • Attend certain lectures/courses which are relevant to your role. Details will be provided to you by your line manager. • Organise and participate in the orientation of new staff. • Co-ordinate study leave at ward level liaising with the CNM 3/ Assistant Director of Nursing. **Clinical:** • Manage patient care to ensure the highest professional standards using an evidence based, care planning approach • To be an expert practitioner and role model in the area and ensure high standards of patient care. • Develop one's own clinical expertise to a level that facilitates the development of others. • Ensure the effective and safe management of patients and families from admission through to discharge. • To promote family centred care, maintaining a safe, friendly and welcoming ward environment for children, families, visitors and staff. • Ensure that risk management has a high profile and that incidents are adequately investigated. • Ensure that all nursing documentation is accurate and be responsible for ensuring that the documentation and core plans are regularly reviewed. • Ensure that staff are effective and supported in their work. **Education:** • Participate in the identification, development and delivery of education, training and development programmes for nursing and non-nursing staff • Work with staff nurses to develop their individual skills and promote their role.

	• Be involved in education forums within the hospital as appropriate. • Accommodate further studies for staff through flexibility of duty rosters as the service allows. • Recommend to senior nursing personnel the suitability of staff for further courses of study. • Provide support and guidance for the Clinical Facilitator. • Facilitate own personal development. **Communication:** • Manage communication at ward and department level • Maintain good communication channels with all levels of staff throughout the hospital. • Maintain communication links with community bodies and outside agencies. • Assist the Public Relations Officer in relation to any media request pertaining to your profession. Attend media training as requested and be available to deal with media requests if deemed appropriate by the Public Relations Officer and the Director of Nursing **Quality Management:** • Take responsibility for the effective management of risk – from investigation of incidents to implementation of quality initiatives. • Ensure that patients and families receive the best quality of care that can be provided during their visit to Children Health Ireland at Crumlin. • Assist in the formulation, management and implementation of best practice hospital policies and procedures. • Advise senior managers of identified areas of concern. *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:** • RCN/RN Child branch with 5 years Post Graduate experience **or** RGN with 5 years paediatric experience in acute setting. • 3 years post registration experience with Long Term Ventilation and acute paediatric experience. • Commitment to obtain degree/diploma in management. • Teaching, supervision and management experience. • Experience of working with a multidisciplinary team. **Desirable Criteria:** • Relevant management course • Experience of managing change

	• Coordination of complex patient discharges • Awareness of research based practice and audit • Calm under pressure
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.

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 CNM 2 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 must be accompanied by a cover letter, 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 **Thursday, 5th of November 2026 at 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 Anne Rynne, ADON at Anne.Rynne@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Team – Evgeniya.Byvakina@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. So that the Onboarding team can confirm your start date, you will need to ensure that your mandatory training is completed at least 7 days prior to your commencement date.

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	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. • 4th January 2027 • 8th February 2027 • 8th March 2027 • 5th April 2027 • 10th May 2027 • 14th June 2027 • 5th July 2027 • 9th August 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.