

Job Title & Grade	Senior Orthoptist
Campaign Reference	105717
Closing Date	Thursday, 12 th November 2026 by 23:45 pm
Duration of Post	Permanent
Advertisement Type	External
Specific T&C's of post	<p>5/5 pro rata (subject to change)</p> <p>28 HOURS PER WEEK standard working week</p> <p>Annual Leave: 24 days per annum</p> <p>Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st June 2026: Grade Orthoptist, Senior Code 3417 starting at Point 1 €65,197 pro-rata and rising annually in increments: €65,197 66,587 68,021 69,442 70,864 72,358 73,935 75,506 76,767 pro-rata.</p>
Location of post	CHI at Crumlin and moving to National Children's Hospital Ireland on opening

Reporting Arrangements	This post will report to the CHI Optometry and Orthoptics Manager
Key Working Relationships	<p>The post holder will work closely with:</p> <ul style="list-style-type: none"> • CHI Optometry and Orthoptics Manager • CHI Optometrists and Orthoptists • CHI Ophthalmologists • Medical, nursing, HSCP, pharmacy and other clinical colleagues across CHI • HR, ICT and Operations colleagues across CHI • CHI Programme and Commissioning teams <p><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></p>
Purpose of the Role	<p>The purpose of this post is to fulfil the duties of a senior Orthoptist as outlined below.</p> <p><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></p>
Principal Duties and Responsibilities	<p>Professional Duties and Responsibilities:</p> <p>The Orthoptist, Senior will:</p> <ul style="list-style-type: none"> • Provide specialist orthoptic assessment, diagnosis, treatment and management for children referred to the service. • Undertake and interpret specialist orthoptic and ophthalmic investigations, including visual field assessment, OCT and other diagnostic tests as required, and implement appropriate treatment plans for children presenting with conditions

	<p>including strabismus, amblyopia, ocular motility disorders, binocular vision disorders, visual developmental difficulties, neuro-ophthalmic conditions, genetic syndromes and complex additional needs.</p> <ul style="list-style-type: none"> • Deliver a range of evidence-based orthoptic interventions, including amblyopia treatment, binocular vision therapy, rehabilitation strategies, patient and family education, and pre- and post-operative assessment and management. • Practise as an autonomous clinician in accordance with professional standards, legislation and organisational policies. • Manage an allocated caseload and prioritise workload to ensure effective and timely service delivery. • Deliver evidence-based treatment programmes and provide advice, education and support to patients, families and carers. • Work collaboratively with Consultant Ophthalmologists and the multidisciplinary team to support integrated, child-centred care. • Participate in specialist, multidisciplinary and combined clinics as required. • Maintain accurate, timely and comprehensive clinical records and reports. • Contribute to service development, quality improvement, audit and research activities. • Participate in mandatory training, continuing professional development and professional supervision. • Support the teaching, supervision and clinical education of students and other staff as appropriate. • Adhere to all requirements relating to governance, confidentiality, health and safety, risk management and data protection. • Demonstrate and promote CHI values by being child-centred, compassionate and progressive, and by acting with respect, excellence and integrity in all aspects of the role. • Undertake such other duties as may be assigned by the Line Manager consistent with the grade and scope of the post. <p><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></p>
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Specific Requirements / Exposures for this post:	Includes (tick all that apply): ☐ Driving ☐ Working at height ☐ Regular VDU work ☐ Night working ☐ Food handling ☐ Working with Ionising radiation ☐ Other (please specify): ☒ None Applicable:	Exposure to (tick all that apply): ☐ Noise (>80dBA) ☐ Cytotoxic drugs ☐ Respiratory sensitisers ☐ Vibrating equipment ☐ Other (please specify): ☒ None Applicable:	Consists of (tick all that apply): ☒ Contact with patients ☐ Patient moving and handling ☐ Inanimate moving and handling ☐ Exposure Prone Procedures (EPP) ☐ Work in Haemodialysis ☐ Work in confined spaces ☐ Other (please specify): ☐ None Applicable:
Eligibility criteria, qualifications and experience	<u>Essential Criteria:</u> <ul style="list-style-type: none"> Eligible applicants will be those who on the closing date for the competition possess: <ul style="list-style-type: none"> BSc (Hons) Orthoptics from Glasgow Caledonian University OR BSc (Hons) Orthoptics from the University of Liverpool OR BMed Sci (Hons) Orthoptics from the University of Sheffield OR A validated qualification equivalent to (i) or (ii) or (iii) above OR Be registered as an Orthoptist with the Health & Care Professional Council, UK (HCPC) AND Candidates must have 3 years full-time post qualification clinical experience AND Candidates must have the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office. 		

	<p>Desirable Criteria:</p> <ul style="list-style-type: none">• Post graduate paediatric experience• Post graduate acute services experience• Clinical Tutor qualification• Additional experience of extended role practice																								
<p>Core Behaviours and our Chosen Culture in CHI</p>	<p>Core Behaviours of our Chosen Culture</p> <p>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.</p> <p>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.</p> <p>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.</p> <div><p>Core Behaviours of our Culture</p><p>Shaping professional, respectful interactions with children, young people, families, colleagues, and teams</p><table><tr><th>CHILDREN AND FAMILIES</th><th>MYSELF</th><th>MY COLLEAGUES</th><th>LEADERS AND MANAGERS</th></tr><tr><td>Do I use my name and your name?</td><td>Am I putting myself in other people's shoes?</td><td>Do I acknowledge the work of my colleagues?</td><td>Do I value and acknowledge the good work of my team?</td></tr><tr><td>Do I take time with people - explain the now and the next?</td><td>Am I aware of my own wellness and stress and how it may impact others?</td><td>Do I ask colleagues how I can help them and do I listen to understand?</td><td>Do I support team members in managing their stress?</td></tr><tr><td>Do I regularly do an extra kind thing for the people I meet?</td><td>Am I aware that my actions can impact how other people feel?</td><td>Do I challenge toxic attitudes and behaviours in the workplace?</td><td>Do I address toxic attitudes and behaviours in the workplace?</td></tr><tr><td>Have I truly listened to, heard, and responded to the person in front of me in all interactions - digital, in person or otherwise?</td><td>Am I working to the best of my training and ability?</td><td>Do I lead by example with my peers?</td><td>Do I appraise and address under-performance in a fair and compassionate way?</td></tr><tr><td>Am I engaging with people in a compassionate and professional way?</td><td>Do I use health service resources in a way that reduces waste and improves sustainability?</td><td>Do I work as part of a team to improve our service?</td><td>Do I support my team to innovate and improve our service?</td></tr></table></div>	CHILDREN AND FAMILIES	MYSELF	MY COLLEAGUES	LEADERS AND MANAGERS	Do I use my name and your name?	Am I putting myself in other people's shoes?	Do I acknowledge the work of my colleagues?	Do I value and acknowledge the good work of my team?	Do I take time with people - explain the now and the next?	Am I aware of my own wellness and stress and how it may impact others?	Do I ask colleagues how I can help them and do I listen to understand?	Do I support team members in managing their stress?	Do I regularly do an extra kind thing for the people I meet?	Am I aware that my actions can impact how other people feel?	Do I challenge toxic attitudes and behaviours in the workplace?	Do I address toxic attitudes and behaviours in the workplace?	Have I truly listened to, heard, and responded to the person in front of me in all interactions - digital, in person or otherwise?	Am I working to the best of my training and ability?	Do I lead by example with my peers?	Do I appraise and address under-performance in a fair and compassionate way?	Am I engaging with people in a compassionate and professional way?	Do I use health service resources in a way that reduces waste and improves sustainability?	Do I work as part of a team to improve our service?	Do I support my team to innovate and improve our service?
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CHI has transitioned to a process of a one commencement day per month for all new employees and Secondments. This update to our Onboarding process is aligned to changes in our monthly/fortnightly payroll and with the 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 only.

- 4th January 2027
- 8th February 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.

<p align="center">Does the post above identified for filling come within the definition of an Exposure Prone Procedure (EPP) Post? (Tick below as appropriate)</p>	
<p>YES ☐</p>	<p>NO ☐</p>
<p align="center">Exposure Prone Procedure (EPP) Post</p> <p align="center">Assessment of Post in line with the 'Integrated Guidance on Health Clearance of Healthcare Workers and the Management of Healthcare Workers Living with Bloodborne Viruses (Hepatitis B, Hepatitis C and HIV, 2025)'</p>	
<p>Exposure Prone Procedures (EPPs) are defined in the national guidance as: 'invasive procedures where there is potential for direct contact between the skin, usually finger or thumb of the healthcare worker and sharp objects or surgical instruments – such as needles, sharp body parts (for example fractured bones) spicules of bone or teeth – in body cavities or in poorly visualised or confined body sites, including the mouth of the patient'.</p> <p>All staff hired, transferred or promoted into an EPP post will be required to provide evidence via Occupational Health service of their freedom from infection in line with this national guidance. No appointment will be made in the absence of such evidence. EPP workers with previous EPP clearance prior to November 2025, may require further clearance in line with this updated guidance, so should submit details of previous clearance in line with section 9 of this form. The guidance is available here https://www.hpsc.ie/a-z/bloodbornevirus/</p> <p>Detailed information on those categories of staff and procedures coming under the scope of the EPP definition is available from the Area Recruitment Unit. If there is any doubt about whether the post you have identified above comes within the definition of an EPP post, expert advice should be sought from the Occupational Health Service.</p>	