

Job Title & Grade	Clinical Nurse Specialist (CNM2 grade) in Child and Adolescent Mental Health
Campaign Reference #	105730
Closing Date	Sunday, 8th of November 2026 at 23:45pm
Duration of Post	Permanent Contract
Specific T&C's of post	0.89 WTE/ 33.5 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 June 2026: Grade, Code 2119, starting at Point 1 €62,699 and rising annually in increments: €79,227 LSIS.
Location of post	This post can be based at CHI at Crumlin.
Reporting Arrangements	• Operational Responsibility -This post will report to Assistant Director of Nursing for the specialist area • Professional Responsibility-This post is professionally responsible to the Director of Nursing • Clinical Responsibility-This post will report to the senior clinical decision maker for the specialist area.
Key Working Relationships	The post holder will work closely with: • Nursing, medical and administration colleagues in the Child and Adolescent Mental Health service within CHI • Interagency teams within the service including Child and Adolescent Mental Health Children and families attending the service • Other services within CHI (e.g Phlebotomy Team, General Paediatrics, Inclusion Health) • Other professionals who may refer children and young people to the service <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	Deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008 Caseload e.g. Children - under 16 years of age. The CNS will focus initially on the following patient groups: Child and Adolescent Mental Health service

Principal Duties and Responsibilities	The post holder's practice is based on the five core concepts of the CNS role as defined by the NCNM 4th edition (2008) in order to fulfil the role. The concepts are: • Clinical Focus • Patient/Client Advocate • Education and Training • Audit and Research • Consultant Clinical Focus Clinical Focus The CNS will have a strong patient focus whereby the specialty defines itself as nursing and subscribes to the overall purpose, functions and ethical standards of nursing. The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the patient, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care. Direct Care the CNSp will: • Provide a specialist nursing service for patients with a diagnosis of a Mental Health condition who require support and treatment through the continuum of care • Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence-based practice in Child and Adolescent Mental Health care • Use the outcomes of patient assessment to develop and implement plans of care/case management in conjunction with the multi-disciplinary team (MDT) and the patient, family and/or carer as appropriate. • Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family and/or carer as appropriate. • Make alterations in the management of patient's condition in collaboration with the MDT and the patient in line with agreed pathways and policies, procedures, protocols and guidelines (PPPG's). • Accept appropriate referrals from MDT colleagues • Co-ordinate investigations, treatment therapies and patient follow-up • Communicate with patients, family and /or carer as appropriate, to assess patient's needs and provide relevant support, information, education, advice and counselling as required • Where appropriate work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the patient, family and/or carer as appropriate • Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management
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- Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide patients with appropriate self-management strategies and escalation pathways.
 - Engage with MDT on the development of nurse led Child and Adolescent Mental Health clinics.
 - Identify health promotion priorities for the patient, family and/or carer and support patient self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand and meets patients' needs
- Indirect Care**
- Identify and agree appropriate referral pathways for patients with Child and Adolescent Mental Health conditions
 - Participate in case review with MDT colleagues
 - Use a case management approach to patients with complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate
 - Take a proactive role in the formulation and provision of evidence based PPPGs relating to Child and Adolescent Mental Health care
 - Take a lead role in ensuring the service for patients with Child and Adolescent Mental Health condition is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012)
- Patient/Client Advocate**
- Communicate, negotiate and represent patient's family and/or carer values and decisions in relation to their condition in collaboration with MDT colleagues in both Primary and Secondary Care as appropriate
 - Develop and support the concept of advocacy, particularly in relation to patient participation in decision making, thereby enabling informed choice of treatment options
 - Respect and maintain the privacy, dignity and confidentiality of the patient, family and/or carer
 - Establish, maintain and improve procedures for collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate
 - Proactively challenge any interaction which fails to deliver a quality service to patients
- Education & Training:**
- Maintain clinical competence in patient management within Child and Adolescent Mental Health nursing, keeping up-to-date with relevant research to ensure the implementation of evidence-based practice.

- Provide the patient, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their Child and Adolescent Mental Health condition.
 - Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to Child and Adolescent Mental Health care thus empowering them to self-manage their condition.
 - Provide mentorship and preceptorship for nursing colleagues as appropriate.
 - Participate in training programmes for nursing, MDT colleagues and key stakeholders as appropriate
 - Create exchange of learning opportunities within the MDT in relation to evidence based Child and Adolescent Mental Health care delivery through journal clubs, conferences etc.
 - Develop and maintain links with the Centre for Nurse Education (CCNE) Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of educational programmes in Child and Adolescent Mental Health care.
 - Be responsible for addressing own continuing professional development needs
- Audit & Research:**
- Establish and maintain a register of patients with Child and Adolescent Mental Health conditions within the CNS caseload.
 - Identify, initiate and conduct nursing and MDT audit and research projects relevant to the area of practice.
 - Identify, critically analyse, disseminate and integrate best evidence relating to care Child and Adolescent Mental Health into practice
 - Contribute to nursing research on all aspects of Child and Adolescent Mental Health care.
 - Use the outcomes of audit to improve service provision
 - Contribute to service planning and budgetary processes through use of audit data and specialist knowledge
 - Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence-based practice
- Audit expected outcomes including:**
- Collate data relevant to speciality to include, activity of services and CNS, nurse led clinics, contributions to research and QI, return visits and) which provide evidence of the effectiveness of the CNS interventions undertaken 3 or 4 –

	• Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues (Primary and Secondary Care). Consultant: • Provide leadership in clinical practice and act as a resource and role model for Child and Adolescent Mental Health practice. • Generate and contribute to the development of clinical standards and guidelines and support implementation • Use specialist knowledge to support and enhance nursing practice • Develop collaborative working relationships with local Child and Adolescent Mental Health CNS/Registered Advanced Nurse Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery. • With the support of the DON, attend integrated care planning meetings as required • Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community. • Liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care. • Network with other CNSs in Child and Adolescent Mental Health and in related professional associations. <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 him/her from time to time and to contribute to the development of the post while in office.</i>
Eligibility criteria, qualifications and experience	Essential Criteria: Be a registered Psychiatric nurse on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered; AND Be registered in the division(s) of the Childrens Nursing with the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann); OR In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives. AND Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full time experience in the division of the register in which the application is being made;

	AND Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of Child and Adolescent Mental Health AND Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award (equivalent to 60 ECTS or above) that is relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard (60 ECTS or above), relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). AND Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD. AND Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice. 2. Annual registration Practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role. AND Confirm annual registration with NMBI to the HSE by way of the annual Service user Safety Assurance Certificate (PSAC). 3. Health Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. 4. Character Candidates for and any person holding the office must be of good character.
Post Specific Requirements, additional qualifications and or	The organisation will consider the post specific requirements or experience required in developing the specific cCNS/ Child and Adolescent Mental Health service. For example: Demonstrate depth and breadth of Nursing experience in the specialist area of Insert Name

experience required	• Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate. • Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Ionising Radiation Certificate. Formally apply for entry onto the Interim ONMSD CNS database (until the database is transferred to its permanent location)
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.
Management / Administration:	• Provide an efficient, effective and high-quality nursing service, respecting the needs of each service user, family and/or carer • Effectively manage time and caseload in order to meet changing and developing service needs • Continually monitor the nursing service to ensure it reflects current service user and organisational needs • Implement and manage identified changes • Ensure that confidentiality in relation to service user records is maintained • Understand the need to represent the specialist nursing service at local, national and international fora as required • Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of nursing specialist care and ensure that this service is in line with HSE requirements. • Contribute to the service planning process as appropriate and as directed by the Director of Nursing/Line Manager To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. <i>The above Job Description 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>

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. Core Behaviours of our Culture Shaping professional, respectful interactions with children, young people, families, colleagues, and teams Sláinte Leanaí Éireann CHI Children's Health Ireland <table><thead><tr><th>CHILDREN AND FAMILIES</th><th>MYSELF</th><th>MY COLLEAGUES</th><th>LEADERS AND MANAGERS</th></tr></thead><tbody><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></tbody></table> <tr><td> Competition Specific Selection Process </td><td> 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. 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Applications will not be accepted through direct email or any other method.

For informal enquiries for this specialty/department, please contact **Sonja Fitzpatrick:**
Sonja.Fitzpatrick@childrenshealthireland.ie

For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – 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.

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.

- January 18th 2027
- February 8th
- March 8th
- April 5th
- May 10th
- June 14th

Information on “Non-European Economic Area Applicants” is available from <https://dbel.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

Children's Health Ireland is an equal opportunities employer.