Peamount Healthcare | Athshlánú Rehabilitation Cúram Cónaithe Residential Comhphobail Community

Job Specification and Terms & Conditions

Job Title & Grade	**Clinical Nurse Manager 3 (CNM3) - Informatics**
Campaign Reference	**RQ1183**
Closing Date	Wednesday 11th November 2026
Proposed Interview Date	Week commencing 23rd November 2026 – shortlisted candidates are expected to make themselves available for a face-to-face interview.
Taking Up Appointment	Successful applicant must be available to take up the role within a reasonable timeframe.
Informal enquires	jjoseph@peamount.ie
Location of Post	Peamount Healthcare, Newcastle, Co. Dublin
Details of Service	**Who We Are** Peamount Healthcare is an independent voluntary organisation that operates in partnership with the HSE Health Region, Dublin and Midlands to provide a range of health and social care services. Peamount Healthcare is a registered charity and is directly funded by the HSE under Section 38 of the Health Act 2004. The hospital provides consultant led, multidisciplinary, specialist rehabilitation services to patients at the right time and in the right place, which improve patient outcomes. Peamount Healthcare provides specialist rehabilitation in Neurology, Age-Related, Respiratory and Rheumatology. The services provided also include continuing care services for the older person, adults with neurological disabilities and individuals with intellectual disabilities. **Diversity, Equity and Inclusion Statement** In Peamount Healthcare, we are committed to diversity, equity and inclusion. We welcome applications from all sections of society and different backgrounds as we are committed to creating an inclusive and supportive environment where every colleague is valued and empowered to thrive. Our dedication to these values ensures that we foster a culture of mutual respect, open collaboration, continuous learning, and innovative thinking. Peamount Healthcare is committed to being an equal opportunities employer. Peamount Healthcare is committed to the following values: **Person centred** – seeing each person as unique, giving them a voice and focusing on ability. **Respect** – creating a supportive environment where everyone is given courteous and respectful care and support.

	Excellence – enabling interdisciplinary teams to deliver high quality integrated care, meaningful outcomes with a focus on continuous improvement. **Team working** – fostering an inclusive, healthy working environment where people are valued and recognised for their individual and shared achievements. **Quality improvement** – supporting teams to embed continuous improvement methodology as part of everything we do. **Education & Research** – partnering with academia to support education, learning, research and evidence-based care.
Reporting Relationship	Assistant Director of Nursing (ADON)
Purpose of Post	The Clinical Nurse Manager 3 (Informatics) provides strategic nursing leadership for the planning, implementation, optimization, governance, and evaluation of digital health systems. The post holder will lead digital transformation initiatives that support safe, effective, person-centered care and enhance operational efficiency across the organization, including time and attendance rostering systems, EPR, etc The CNM3 Informatics serves as the principal nursing advisor on digital health and clinical information systems, working closely with Nursing, Medical, Allied Health, ICT, Quality & Risk, Operations, and external partners to support the organisation's digital strategy. The Clinical Nurse Manager 3 (Informatics) will provide strategic and operational leadership for nursing informatics, digital transformation, and nursing-led projects across the organisation. The post holder will lead the planning, implementation, optimisation, and evaluation of digital health initiatives that enhance patient care, staff experience, service quality, and organisational efficiency. Working collaboratively with the Nursing Management Team, the CNM3 Informatics will support the implementation of the Nursing Services strategic direction, ensuring nursing services contribute significantly to the achievement of organisational objectives. The role requires active involvement in the operational management of the Nursing Administration Department and the leadership of projects that improve processes, reduce costs, increase efficiency, and enhance patient and staff outcomes. The successful candidate will possess a strong understanding of change management and will lead the delivery of sustainable service improvement by developing and communicating clear change plans, engaging stakeholders, establishing effective systems and feedback

	mechanisms, supporting staff through change, and evaluating outcomes. The post holder will act as the nursing lead for informatics and digital health, ensuring compliance with relevant legislation, professional standards, organisational policies, and national healthcare strategies. Responsibilities include assessing organisational needs, supporting the selection and implementation of appropriate digital solutions, promoting data-driven decision-making, and developing the digital capability of staff through education, training, and support. This role will also contribute to the effective use of clinical data and technology to improve care delivery, quality, safety, and operational performance. ***The above is not intended to be an exhaustive list of duties and may be amended in line with service requirements***
Eligibility Criteria Qualifications & Experience	**The above Job Specification 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.**

Eligibility Criteria

Criteria	Essential	Desirable
Qualification	• **Candidates must be registered in any Division of the Register of Nurses kept by The Nursing and Midwifery Board of Ireland.** • **Post graduate studies in the area of**	• **Experience leading organisational change programmes.** • **Experience delivering staff education and system adoption programmes.**

	• **Informatics or be in the process of completing this.** • **Evidence of change management and implementation of system change**	• **Experience managing multiple projects simultaneously.** • **Experience in: Digital Health, Clinical Informatics, Electronic Patient Records (EPR/EHR), Clinical System Implementation**
Experience	• **Minimum 7 years post-registration clinical experience.** • **Minimum 3 years experience in a leadership or management role**	• **It is desired that the employee will have access to and use of a car as part of this role. May be requested to work on campus or off campus as part of the community nursing team.**
Skills, Competencies and Knowledge	**Informatics** • Provide professional leadership in nursing informatics and act as the organisational lead for the development, implementation, optimisation, and governance of clinical information systems that support safe, effective, and person-centred care. • Lead and support the design, development, implementation, integration, evaluation, and continuous optimisation of digital health solutions, ensuring that nursing and multidisciplinary workflows are reflected within clinical systems and aligned with operational and strategic objectives. • Act as the key liaison between clinical services, nursing staff, multidisciplinary teams, information technology departments, system suppliers, and end users, ensuring effective communication and collaboration throughout all stages of system development and deployment.	

	• Support the standardisation of clinical documentation, data collection, and information management processes to improve data quality, clinical effectiveness, regulatory compliance, and service performance. • Collaborate with nursing, clinical, operational, informatics, and ICT teams to evaluate the effectiveness of technologies, digital workflows, and clinical systems, identifying opportunities for innovation, service improvement, and enhanced user experience. • Promote and embed evidence-based practice by integrating nursing research, clinical knowledge, quality improvement principles, and data analytics into informatics initiatives and digital transformation programmes. • Lead audits relating to digital documentation, data quality, system utilisation, and compliance with organisational, professional, and regulatory standards, implementing improvement actions as required. • Support the Senior Nursing Management Team in the strategic planning, communication, implementation, and evaluation of clinical and nursing information systems, ensuring alignment with organisational priorities and national digital health strategies. • Participate as a project lead or senior project support for informatics, digital health, and service improvement initiatives, working under the direction of the ADON and in collaboration with key stakeholders across the organisation. • Contribute to programme and project planning, business process redesign, benefits realisation, change management, and stakeholder engagement activities that support nursing and clinical service developments. • Demonstrate advanced information technology skills and promote the effective use of digital technologies, clinical systems, and healthcare data to improve patient outcomes, staff experience, operational efficiency, and decision-making across the organisation.

	• Ensure systems development, implementation, maintenance, and optimisation activities are informed by clinical requirements, best practice, governance standards, and the principles of patient safety, quality care, and continuous improvement. **Strategy & Leadership** • Serve as the strategic nursing lead and liaison for digital health and health IT initiatives, ensuring that nursing, patient care, and organisational needs are represented in the development, implementation, optimisation, and governance of clinical information systems. • Develop and promote a clear vision and communication strategy for nursing and clinical informatics aligned with the Nursing Services Strategy and organisational objectives. • Lead the development and implementation of nursing and clinical informatics strategies in collaboration with senior nursing, medical, operational, and ICT leaders to support high-quality, safe, and patient-centred care. • Support strategic decision-making regarding health IT procurement, implementation, maintenance, optimisation, and future digital transformation programmes. • Act as a change leader, driving the identification, planning, implementation, evaluation, and benefits realisation of digital and service improvement initiatives, ensuring effective stakeholder engagement, communication, feedback mechanisms, and sustainable change. • Monitor and interpret emerging regulatory, legislative, and policy requirements, translating these into operational and strategic actions to ensure organisational compliance. • Promote the integration of nursing research, evidence-based practice, and data-driven decision-making within informatics and clinical practice. • Ensure the development of a competent, digitally enabled workforce through education, innovation, and the advancement of digital capabilities across nursing services.

	• Maintain a comprehensive knowledge of relevant legislation, professional standards, national strategies, and regulatory frameworks, including HIQA Standards, National Standards for the Prevention and Control of Healthcare Associated Infections, Medication Management Standards, Healthcare Records Management requirements, GDPR, and HSE policies, ensuring compliance within the scope of the role. • Support, promote, and actively participate in sustainability initiatives relating to energy efficiency, waste reduction, resource management, and environmental responsibility, contributing to the delivery of a sustainable and low-carbon health service. • Support delivery of national digital health priorities, including: Electronic Health Records (EHR), Integrated Digital Care Records, ePrescribing, Clinical Data Analytics, Digital Governance Programmes. • Provide expert advice to senior nursing management on digital healthcare initiatives. **Project Management and Administration** • Lead the strategic planning, development, implementation, optimisation, and evaluation of digital transformation, informatics, and service improvement initiatives that support organisational objectives, high-quality patient care, and professional nursing practice. • Act as a change agent, leading the identification, development, planning, implementation, and measurement of informatics strategies, ensuring effective stakeholder engagement, communication, adoption, benefits realisation, and sustainable change across the organisation. • Develop business cases, project plans, governance structures, resource requirements, and performance frameworks for digital health and clinical system initiatives, ensuring projects are delivered on time, within budget, and in accordance with organisational priorities.

	• Manage project risks, dependencies, milestones, budgets, and outcomes, while supporting the effective utilisation of available resources and contributing to the financial planning of services, including identification of opportunities for efficiency and cost savings. • Liaise and collaborate with clinical, nursing, operational, administrative, ICT, finance, quality, risk, and external stakeholders to identify service needs and develop innovative digital solutions that enhance patient care, staff experience, and operational effectiveness. • Work in partnership with the IT Department, National Digital Health teams, software suppliers, and other key stakeholders to ensure digital health initiatives and clinical information systems align with organisational and national strategies. • Lead the successful adoption, integration, and optimisation of new technologies and clinical systems across services, ensuring systems, workflows, and processes support safe, effective, and evidence-based care delivery. • Provide critical analysis and evaluation of health information technologies, clinical systems, workflows, and operational processes, recommending improvements and redesign to maximise efficiency, data quality, user experience, and patient outcomes. • Lead the development and utilisation of nursing and clinical dashboards, reports, and performance metrics, using clinical and operational data to identify trends, support quality improvement initiatives, monitor outcomes, and inform strategic decision-making. • Develop, monitor, and report on key performance indicators relating to digital system utilisation, clinical documentation, data quality, service performance, and project delivery, ensuring that information is accurate, timely, complete, and fit for purpose. • Support management teams through the provision and interpretation of operational, quality, workforce, and

performance data, promoting a culture of data-driven decision-making and continuous improvement.

- Contribute to the development of a learning health system by designing, supporting, and implementing educational programmes, learning solutions, and informatics initiatives that enhance digital capability and meet the evolving needs of end users.

- Coordinate and integrate informatics, quality improvement, research, regulatory requirements, and evidence-based practice to support innovation, standardisation of care, and positive clinical outcomes across all services.

- Demonstrate accountability and leadership by addressing issues beyond the immediate scope of responsibility where required, ensuring organisational objectives and patient care priorities are supported at all times.

Education, Change Management & Quality Improvement

- Lead the development, implementation, and evaluation of education, change management, and quality improvement initiatives that support the successful adoption and optimisation of digital health systems, clinical information technologies, and new models of care.

- Design, deliver, and oversee training programmes, learning resources, and competency frameworks to enhance digital literacy, informatics capability, and effective system utilisation among nursing, multidisciplinary, and support staff.

- Establish, develop, and support clinical super-user networks and digital champions to facilitate knowledge transfer, user engagement, peer support, and continuous system improvement across the organisation.

- Act as a change leader, promoting a culture of innovation, continuous improvement, and digital transformation through effective stakeholder engagement, communication, coaching, and staff support.

- Facilitate the adoption of evidence-based practices and technology-enabled care solutions that improve clinical

	effectiveness, patient safety, patient experience, staff experience, and operational efficiency. • Lead and support quality improvement initiatives through the effective use of digital systems, clinical intelligence, and healthcare data to identify opportunities for service enhancement and improved patient outcomes. • Utilise data analytics, performance measurement, audit findings, and user feedback to monitor outcomes, evaluate the impact of digital initiatives, and drive continuous improvement. • Benchmark organisational performance against national standards, regulatory requirements, best practice guidelines, and emerging developments in nursing informatics and digital health. • Promote a learning culture that supports innovation, professional development, knowledge sharing, and the integration of research, quality improvement, and informatics principles into everyday clinical practice. • Collaborate with nursing, multidisciplinary, operational, quality, and ICT teams to ensure that education, change management, and quality improvement programmes contribute to the delivery of safe, effective, person-centred, and digitally enabled healthcare services
Other requirements specific to the post	• Maintain current registration with the Nursing and Midwifery Board of Ireland (NMBI) and demonstrate ongoing continuing professional development in nursing, informatics, digital health, leadership, and change management. • Demonstrate a high level of digital literacy, including proficiency in clinical information systems, data analytics, reporting tools, and emerging healthcare technologies. • Be available to support system implementations, upgrades, testing, training, and go-live activities, which may occasionally require flexibility outside normal working hours. • Travel between departments, services, and external sites as required to support organisational projects, digital transformation initiatives, and stakeholder engagement activities. • Maintain knowledge of relevant healthcare legislation, national policies, digital health strategies, information governance

	requirements, cybersecurity standards, GDPR, and HIQA standards applicable to the role. • Demonstrate the ability to work independently while managing multiple projects, competing priorities, and organisational deadlines within a complex healthcare environment. • Maintain effective working relationships with nursing, multidisciplinary, operational, ICT, quality, finance, and external stakeholders to support the achievement of organisational objectives. • Participate in professional networks, working groups, committees, and regional or national forums relevant to nursing informatics, digital health, quality improvement, and service development. • Promote innovation, continuous improvement, research, and evidence-based practice in nursing informatics and digital healthcare delivery. • Ensure confidentiality, integrity, and appropriate use of clinical and organisational information in accordance with organisational policies and statutory requirements. • Undertake any other duties appropriate to the grade and scope of the post as may be assigned by the Director of Nursing, Assistant Director of Nursing, or designated manager. **This job description is intended as a guide to the general scope and responsibilities of the post and is not intended to be an exhaustive list of duties. The post holder may be required to undertake other duties commensurate with the grade and evolving needs of the organisation.**
Campaign Specific Selection Post	A ranking and or short-listing exercise may be carried out on the basis of information supplied in your CV. The criteria for ranking and or short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.

	Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview depending on the service needs of the organisation.
Annual registration	
The reform programme outlined for the Health Service may impact on this role and as structures change the job description may be reviewed. **The job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive or restrictive and is subject to periodic review with the employee concerned.**	

Terms & Conditions of Employment
Peamount Healthcare, Newcastle, Co. Dublin.

Tenure	The current vacancy available is a Full time on a Permanent basis. The post is pensionable. A panel may be created from which permanent and specified purpose contract vacancies of full or part time duration may be filled. Appointment as an employee of Peamount Healthcare is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.
Remuneration	Remuneration is in accordance with the salary scale approved by the Department of Health: Clinical Nurse Manager 3 (233X) Current salary scale with effect from 1st June 2026 €72,146 (point 1) to €81,478 (point 6).
Working Week	The hours allocated to this post are 37.5 hours per week. The allocation of these hours will be at the discretion of the Department Head and in accordance with the needs of the service. HSE Circular 003-2009 "Matching Working Patterns to Service Needs (Extended Working Day/Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016" applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th, 2008, will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016
Annual Leave	As per Health Service Executive (HSE)
Probation	All employees will be subject to a probationary period as per the probation policy. This policy applies to all employees irrespective of the type of contract under which they have been employed. A period of 6 months' probation will be served: • On commencement of employment. • Fixed term to permanent contract. • Permanent employees commencing in promotional posts will also undertake a probationary period relating to their new post.

Pension	Employees of Peamount Healthcare are required to be members of the Hospitals Superannuation Scheme. Deductions at the appropriate rate will be made from your salary payment. If you are being rehired after drawing down a public service pension your attention is drawn to Section 52 of the Public Services Pension (Single and Other Provisions) Act 2012. The 2012 Act extends the principle of abatement to retired public servants in receipt of a public service pension who secure another public service appointment in any public service body.
Maternity	Maternity leave is granted in accordance with the terms of the Maternity Protection Acts 1994 and 2001.
Sick Leave	Peamount Healthcare operates a Sickness Absence Management policy in line with the new Public Service Sick Leave Scheme as introduced in 31st March 2014.
Pre-Employment Health Assessment	Prior to commencing in this role a person will be required to complete a form declaring their health status which is reviewed by the hospital's Occupational Health Service and if required undergo a medical assessment with this department. Any person employed by Peamount Healthcare 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.
Validation of Qualifications & Experience	Any credit given to a candidate at interview, in respect of claims to qualifications, training and experience is provisional and is subject to verification. The recommendation of the interview board is liable to revision if the claimed qualification, training or experience is not proven.
References	Peamount Healthcare will seek up to two written references from current and previous employers, educational institutions or any other organisations with which the candidate has been associated. The hospital also reserves the right to determine the merit, appropriateness and relevance of such references and referees.
Garda Vetting	Peamount Healthcare will carry out Garda vetting on all employees in relevant roles. An employee will not take up employment with the hospital until the Garda Vetting process has been completed and the hospital is satisfied that such an appointment does not pose a risk to clients, service users and employees. Please note that, in the event of a provisional job offer for a relevant role that requires Garda Vetting, successful candidates will be required to attend in person to verify their identity. This step is mandatory in accordance with the legislative requirements of the National Vetting Bureau (Children and Vulnerable Persons) Act 2012.
Character	Candidates for and any person holding the office must be of good character.
Health & Safety	These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that

	effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood. Comply with and contribute to the development of policies, procedures, guidelines, and safe professional practice and adhere to relevant legislation, regulations and standards. Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to Peamount. Protection and Care and comply with associated Peamount protocols for implementing and maintaining these standards as appropriate to the role. To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
Quality, Risk & Safety Responsibilities	*It is the responsibility of all staff to:* • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with external agencies on safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: ➢ National Standards for Safer Better Healthcare. ➢ National Standards for the Prevention and Control of Healthcare Associated Infections. ➢ HSE Standards and Recommended Practices for Healthcare Records Management ➢ Safety audits and other audits specified by the HSE or other regulatory authorities. • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the hospital's continuous quality improvement programme. *It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.*
Education and Training	Participate in mandatory training programmes. Pursue continuous professional development in order to develop professional knowledge and keep updated with current and legislation.
Specific Responsibility for Best Practice in Hygiene	Hygiene in healthcare is defined as *"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."*

	• It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area. • It is mandatory to complete hand hygiene training every 2-years and sharps awareness workshops yearly.