Job Title & Grade	Clinical Nurse Manager 2 – Operating Theatre Department
Campaign Reference #	105947
Closing Date	Sunday, 15th of November 2026 at 23:45pm
Duration of Post	<u>All types of contracts available as per below:</u> • Permanent Full time contract (37.5 hours weekly, post commencing in 2027) • Permanent Part time contract (0.5WTE/18.75 hours weekly) • Specified Purpose contract (37.5 hours weekly)
Advertisement Type.	External and Internal
Specific T&C's of post	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 2429, starting at Point 1 €62,699 and rising annually in increments: €79,227 LSIS.
Location of post	Permanent contracts (both full time and part time) location is CHI at Crumlin. Specified Purpose Contract location is CHI at Temple street All pending moving to NCHI
Reporting Arrangements	This post will report to the: • Clinical Nurse Manager III • Assistant Director of Nursing
Key Working Relationships	The post holder will work closely with: • Clinical Nurse Manager 2 colleagues and CNM3 • Divisional Nurse Manger • Nursing Administration • Clinical Bed manager • Clinical Placement Coordinator • Surgical/Medical Colleagues • Allied Healthcare Professionals • HSSD department *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.*

Purpose of the Role	The role is pivotal to the management of nursing services and resources within the Theatre Department to manage elective and trauma operating lists efficiently and effectively. The role will proactively manage the theatre schedule daily, to achieve maximum and optimum quality and safety outcomes for patients and their families. He/she will demonstrate professional and clinical leadership and continuously strive to deliver standards for Better Safer Healthcare care within the theatre department.
Principal Duties and Responsibilities	**Professional Duties and Responsibilities**: • The post holder will be expected to live CHI values and be child-centered, compassionate, and progressive and will act with respect, excellence and integrity. **PROFESSIONAL** • Exercise professional accountability as guided by the Nursing and Midwifery Board of Ireland for his / her own professional practice, maintaining and improving professional knowledge, competence and scope of professional practise. • Adhere to and ensure all nursing staff implement NMBI Professional Frameworks for Nursing practise • Maintain strict confidentiality in regard to all aspects of the role • Establish clear, positive and credible leadership both professional managerial and educational for nursing staff in the Theatre department • Promote healthy morale based on professional behaviour, sound organisation, good inter-personal relationships and communication • Maintain professional discipline • Foster a supportive working environment and promote healthy morale based on professional behaviour, sound organisation, good inter-personal relationships and communication in all aspects of the role • Demonstrate both clinical and professional leadership, enabling multidisciplinary team culture of continuous staff learning and quality clinical practice development. • Maintain clear and effective dissemination of information between all members of the multidisciplinary. • Create an environment that enables nursing staff to work to their full potential as accountable professionals who can rationalise patient care • Demonstrate creativity, energy and inspiration to motivate other members of Nursing Staff in Theatre **MANAGEMENT** • Responsible for the day-to-day management of the theatre to achieve on time start of operating lists, efficient turnover of patients and on time completion of lists. • Management of the theatre nursing team and their performance on a 24-hour basis, ensuring a safe clinical environment is maintained • Report to the CNM3/ADON as appropriate. • Roster staff for maximum utilisation of resources to ensure safe provision and effective service delivery • Flexible consistent and safe with regard to decision-making. • Work clinically in theatre as part of the nursing staff shortage escalation plan and as designated by the CNM 3 or Divisional Nurse Manager

	• Deputise for the CNM 3 in his/her absence. • Responsible to ensure the theatre management system (TMS) is accurately completed and updated daily. • Work in partnership with Clinical Nurse Manager colleagues to monitor and evaluate the progress and performance of Nursing Staff, act appropriately to address limitations in competence and failure to progress and report at the earliest opportunity to the Theatre and Divisional Nurse Managers. • Participate in the process of retention and recruitment of registered Nurses and Health Care Assistants for the operating department. • Participate in the orientation of new staff to the hospital and department • Participate in hospital process for staff appraisal and development • Manage and allocate study leave of all Nurses and Health Care assistants equitably and appropriately. • Manage annual leave and absence of Nurses and Health Care Assistants in accordance with hospital policy • Resolve local issues / conflicts, keeping managers informed and maintain positive team dynamics within the units at all times. • Attend managerial and clinical meetings as required • Supervise ancillary staff within the theatre suite. • Manage risk through reporting, investigation and follow up of incidents developing action plans to prevent reoccurrence. Attend and support Risky Huddle, • Ensure all adverse incidents reports are fully investigated and followed through to completion • Ensure all hospital policies and procedures are implemented and available for staff. • Contribute to the strategic planning of critical care services within the department. • Work in collaboration with the multidisciplinary team in assessing and implementing changes, to promote effective delivery of quality care and improved patient outcome. • Ensures that all Nurses and Health Care Assistants are familiar with and knowledgeable regarding the correct procedure to follow in the case of Fire, Loss of Power, Cardiac Arrest and a Major Incident • Responsible for cost effective resource management of staff, materials equipment and medications. • Manage and maintain equipment for the department, ensure it is available and fit for service • Lead and collaborate with Clinical Procurement regarding trial and evaluation of new equipment and stock. • Collaborate with department management to ensure safe and adequate skill-mix within resource available • Work collaboratively with department management to facilitate the rotation of staff between clinical areas to enhance and develop skills and meet service requirements. • For the purpose of succession planning, develop managerial skills within the nursing team. **CLINICAL** • Provide quality professional and clinical leadership built on evidence-based practice to ensure the department strives to achieve quality standards for Better Safer Healthcare • Act as resource person on clinical issue

	• Implement current hospital and theatre policies, and actively ensure that staff are aware and comply with statutory obligation, safety procedures and hospital policies • Work with Clinical Nurse Managers to create an environment that enables nursing staff to work on their full potential as accountable professionals, who can rationalise their practise to colleagues, the multidisciplinary team, patients and family members. • Work with Clinical Nurse Managers to create an environment that enhances continuous life-long professional and personal development for all nursing staff. • Promote person centred care, maintaining a safe, friendly and welcoming environment for children, families, visitors and staff. • Work with the Peri-operative Nursing and Management Team in the revision, updating and development of Perioperative Nursing Documentation and Standard Operating Policies • Facilitate and evaluate change in the Theatre Department using best practice in change management • Contribute to the strategic planning of critical care services within the department / hospital • Maintain and ensure accurate documentation and communicate information on nursing activity and related matters to senior nurse management. • Accountable to ensure drugs are managed efficiently and economically, stored and checked in accordance with hospital policy. • To maintain safe custody of controlled drugs under the Misuse of Drugs Act Ireland 2015 and in accordance with hospital policy and NMBI guidelines • Investigate any irregularities regarding medications and controlled drugs and report to CNM3, pharmacy and submit and adverse incident medications report. • Create a safe work environment for patients, staff and visitors by identifying, reporting, and correcting any hazards or faulty equipment to the appropriate personnel. • Facilitate a healthy work environment for staff by an awareness of each individual's physical and mental health. Refer staff to the appropriate agencies, ensuring confidentiality of personal information (i.e. occupational health, emergency department, and or employee assistance programme). **EDUCATION** • Facilitate the induction, education and continuing professional development of graduate and undergraduate nursing staff. • Co-ordinate the orientation of new staff members to the department. • Work in partnership with Clinical Nurse Manager and facilitators Colleagues with regard to organisation and facilitation of Post Graduate Programme in Perioperative Nursing, Foundation programme in Perioperative Nursing and Adaptation of over Seas Nurses • Advise encourage and facilitate nursing staff to achieve optimal clinical skills to participate in educational opportunities, which will enhance practice, personal and professional development. • Participate, support and supervise the expanding role of the nurse in relation to developments in nursing, surgery and technology to meet patient's need and staff development • Facilitate feedback from conferences/seminars/meetings.

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- Maintain clinical, educational and professional knowledge up to date with regard to principles of safe practice in the perioperative environment.
- Attend relevant study days/courses as nominated.

RESEARCH AND AUDIT

- Ensure nursing practice in the operating department is evidence based.
- Ensure research findings are disseminated and utilised in the delivery of patient care.
- Work collaboratively with hospital management and the multidisciplinary to deliver standards for Better Safer Healthcare Care within the theatre department
- Develop and participate in quality improvement programmes aimed at the development and monitoring of nursing standards, the formulation and evaluation of guidelines, policies and procedures to enhance a quality service in the unit.
- Facilitate audit in clinical practice in collaboration with Nurse Practice Development including formulation of quality improvement plans to improve standards
- Encourage Theatre staff to participate in continuing education, research activities and submission of projects for publication

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.

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<tr><td>Core Behaviours and our Chosen Culture in CHI</td><td>

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.

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	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 ead 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.
Eligibility criteria, qualifications and experience	**Essential Criteria:** • RCN or RGN with a minimum of 5 years Perioperative Nursing experience. • Registered with the Nursing and Midwifery Board of Ireland. • Relevant postgraduate qualification in Perioperative Nursing (Level 9) **Desirable Criteria:** • Management qualification or equivalent leadership development. • Teaching and assessment qualification, with demonstrable experience in teaching, mentoring, and assessing staff in the clinical environment.
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 **Sunday, 15th of November 2026 at 23:45pm.** 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;

	Ryan Sinagpolo CNM3; ryan.sinagpolo@childrenshealthireland.ie or Theatre Department 014096100 bleep 8807 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. • 18th January 2027 • 8th February 2027 • 8th March 2027 • 5th April 2027 • 10th May 2027 • 14th June 2027 • 5th July 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.