CENTRAL REMEDIAL
CLINIC JOB
DESCRIPTION

Job Title and Grade	Clinical Nurse Manager 1 Adult Services
Location of Service	This post will be based in the CRC Clontarf, but there will be occasional travel required to community hubs in Dublin.
Reporting Responsibility:	This role will initially report to the Director of Nursing but could change based on an organizational re-design.
Job Purpose	The Clinical Nurse Manager 1 will provide clinical leadership and operational oversight within Adult Disability Day Services, ensuring the delivery of safe, high-quality, person-centred services for adults with intellectual disabilities, autism and complex support needs. The post holder will promote positive health outcomes, independence, social inclusion and meaningful community participation while ensuring compliance with national policy, professional standards, safeguarding requirements and organisational governance frameworks. The CNM1 will work collaboratively with multidisciplinary colleagues, families and external stakeholders to support people to live self-directed and fulfilling lives in accordance with the principles of New Directions and the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

Principal Duties and Responsibilities	**Clinical Leadership and Professional Practice** The CNM1 will: • Provide nursing leadership and specialist clinical expertise across Adult Disability Day Services. • Assess, plan, implement and review healthcare supports for adults attending services. • Ensure nursing practice is evidence-based and compliant with NMBI standards, legislation, HSE guidance and CRC policies. • Act as a clinical resource and advisor to managers, Community Support Workers, Social Care Workers and multidisciplinary colleagues. • Contribute to referral, admission and transition processes to ensure healthcare needs can be safely supported. • Coordinate healthcare interventions and liaise with primary care, acute hospitals and specialist disability services as required. • Maintain accurate clinical records and documentation in line with professional and organisational standards. • Promote best practice in consent, confidentiality, ethics, data protection and supported decision-making. **Clinical Governance, Quality and Risk** The CNM1 will: • Promote a culture of clinical excellence, accountability and continuous improvement. • Lead clinical audits, monitor healthcare outcomes and implement quality improvement initiatives. • Analyse audit, incident and review findings and support implementation of resulting action plans. • Contribute to the development and review of clinical policies, procedures and standards. • Support service reviews, inspections and governance processes. • Identify, monitor and manage clinical risks and ensure appropriate reporting and learning from incidents.

	Medication Management The CNM1 will: • Provide leadership and oversight of medication management systems across Adult Services. • Support the development, implementation and review of medication policies, procedures and practices. • Monitor medication administration through audit and competency assessment. • Support the investigation of medication incidents and ensure organisational learning is implemented. • Promote safe, person-centred medication practices in line with national guidance and organisational requirements. **Staff Development, Education and Competency** The CNM1 will: • Provide professional guidance, coaching and clinical support to staff teams. • Identify learning and development needs and coordinate training to support safe service delivery. • Deliver and assess competency-based training in areas including medication management, epilepsy, dysphagia, infection prevention and control, emergency response and clinical risk management. • Maintain competency assessment systems and support ongoing staff development. • Promote reflective practice, professional accountability and evidence-based care. **Person-Centred Practice and Safeguarding** The CNM1 will: • Promote rights-based, strengths-based and person-centred approaches consistent with New Directions. • Ensure the will and preference of individuals informs healthcare planning and decision-making. • Support implementation of Assisted Decision-Making principles and Person-Centred Planning. • Promote safeguarding and support staff in identifying, reporting and responding to safeguarding concerns.

	• Participate in safeguarding reviews, risk assessments and associated action planning as required. **Health Promotion and Wellbeing** The CNM1 will: • Lead initiatives that promote health, wellbeing and healthy ageing. • Support access to health screening, preventative healthcare and specialist health services. • Promote positive health outcomes, self-management and health literacy for people attending services. • Contribute to initiatives that reduce health inequalities experienced by people with disabilities. **Collaborative and Partnership Working** The CNM1 will: • Work collaboratively with multidisciplinary team members, families, representatives and external healthcare providers. • Contribute nursing expertise to assessments, reviews, care planning and service development activities. • Support effective communication and continuity of care across healthcare providers and support services. • Represent nursing and healthcare issues at multidisciplinary, quality and clinical governance forums.

Eligibility Criteria Qualifications and/ or experience	Candidates must have at the latest date of application: **- 1. Statutory Registration, Professional Qualifications, Experience, etc.** (a) Eligible applicants will be those who on the closing date for the competition: (i) Are registered in the General or Intellectual Disability or Children's Nurses division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered. **And** (ii) Have at least 3 years post registration fulltime experience (or an aggregate of 3 years post registration full time experience) of which 1 year post registration full time experience (or an aggregate of 1 years post registration full time experience) must be in the speciality area of Disability Services. **And** (iii) Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. (iv) Candidates must demonstrate evidence of Continuing Professional Development. **2. Annual registration** (i) On appointment, Practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann). **And** (ii) (ii) Confirm annual registration with NMBI to the HSE by way of the annual Patient safety assurance certificate.

Post specific Requirements	Demonstrate depth and breadth of experience in Adult's Disability Nursing as relevant to the role
Skills/Competencies and k knowledge	**Professional Knowledge and Clinical Expertise** • Strong clinical knowledge and professional credibility as a Registered Nurse. • Knowledge of intellectual disability services, person-centred practice and contemporary models of service delivery. • Understanding of relevant legislation, regulations and national policies, including Assisted Decision-Making, safeguarding, medication management and health and safety requirements. • Knowledge of clinical governance, risk management, quality improvement and audit processes. • Commitment to evidence-based practice and continuous professional development. • Proficiency in the use of information technology and electronic record systems. **Leadership and Service Development** • Ability to provide clinical leadership, guidance and support to multidisciplinary teams. • Experience of driving service improvement, change management and quality initiatives. • Ability to motivate, influence and develop staff to achieve high standards of practice. • Understanding of workforce management and organisational policies and procedures. **Planning and Organisational Skills** • Excellent organisational and time-management skills. • Ability to prioritise competing demands and manage workloads effectively. • Ability to work independently while maintaining accountability and governance requirements. • Demonstrated flexibility, adaptability and solution-focused thinking.

	Communication and Relationship Management • Excellent interpersonal, communication and relationship-building skills. • Ability to establish effective partnerships with individuals supported, families, multidisciplinary colleagues and external stakeholders. • Ability to communicate complex or sensitive information clearly, professionally and compassionately. • Strong report writing, documentation and presentation skills. **Quality, Decision-Making and Professional Values** • Demonstrated commitment to delivering safe, high-quality and person-centred services. • Ability to analyse information, assess risk and make sound clinical decisions. • Strong problem-solving skills and professional judgement. • Demonstrates integrity, accountability, resilience and professionalism in practice. • Commitment to promoting dignity, respect, rights and inclusion for people with disabilities.