Job Title & Grade	**Candidate Clinical Nurse Specialist (CNM1 grade)** Spina Bifida (SB) Urology
Campaign Reference #	106119
Closing Date	Sunday, 15th of November 2026 at 11:45pm
Proposed interview date	Proposed interviews Friday 20th of November 2026
Duration of Post	Permanent Contract The candidate CNS (cCNS) is required to progress to Clinical Nurse Specialist grade within 2 years of commencement of this pathway and formally apply for entry onto the Interim ONMSD CNS database (until the database is transferred to its permanent location).
Specific T&C's of post	37.5 standard working week/ shift work required; 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 of June 2026: Grade, Code 2127, starting at Point 1 € 57,780 and rising annually in increments: € 68,046 LSIS.
Location of post	This post is based in CHI at Temple Street but may be required to work cross site as per service need.
Background to the cCNS pathway	The Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice (DOH, 2019) outlines a pathway to support a change for specialist practice to develop and meet service need, including the revised eligibility criteria for CNS as follows: • A minimum of 1 years' experience in practice prior to completing the required post graduate qualification in the specialist area at level 9 (equivalent to 60 ECTS or above) • Recognition as a CNS to meet service needs therefore requires the completion of a postgraduate qualification together with a minimum of 1 years' specialist experience • This is in addition to meeting the requirements set by the HSE to ensure the delivery of safe, effective practice to meet service demands • In response to an identified service need a candidate CNS pathway has been established. • Nurses who are successful at interview for candidate CNS post will be: ➢ offered a contract for a *candidate CNS post (Urology)* at CNM1 grade with a job description outlining the cCNS competencies to be achieved.

	➢ required to demonstrate that they have completed the required postgraduate education, or agree and are supported to undertake the required postgraduate education, at level 9 qualification (equivalent to 60 ECTS or above) relevant to the specialist area. ➢ required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD. All of the above must be achieved within 2 years from appointment for this pathway.
Reporting Arrangements	• **Operational Responsibility** -This post will report to Assistant Director of Nursing for Urology Clinical Directorate C (CDC). • **Professional Responsibility**-This post is professionally responsible to the Director of Nursing CDC. • **Clinical Responsibility**-This post will report to the senior clinical decision maker for Urology.
Key Working Relationships	The post holder will work closely with: • Nursing, medical and administration colleagues in the Spinabifida Urology service within CHI • Interagency teams caring for Children and families attending the Spinabifida Urology service • Other services within CHI (e.g. Phlebotomy Team, General Paediatrics) • Other professionals who may refer children and young people to the service • *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 purpose of this role is to 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 with Spina bifida with neurogenic bladder and bowel. The purpose of the Urology SB CNSc Nurse post is to provide a quality service of care through the following: • Responsibility for a clinical caseload in SB urology/continence throughout the Hospital for patients with Spina Bifida with neurogenic bladder and bowel. • Provision of a service which optimises quality and continuity of care for patients with urology bladder and bowel continence problems, including performing Urodymanics and bladder function Assessments • Acting as a resource and provision of education for colleagues, allied professionals and an advocate for the patient and ensure competence in SB urology bladder and bowel continence problems.

	• The SB Urology CNSc will run a nurse-led clinic which will decrease the need for children with these problems to be admitted for inpatient assessment instead performing these assessments on an outpatient basis • The SB Urology CNSc will provide a programme of education and training for multidisciplinary staff which benefits children and their parents. • The Clinical Nurse Specialist Candidate in SB Urology will work closely with the Clinical Nurse Specialist in the Urology service, and there will be cross cover between the Urology Clinical Nurse Specialist for annual leave, study days and absences. • In the absence of the CNM 3 the Urology CNM/CNS will oversee the service and report to the ADON CDC. The concepts are: • Clinical Focus (Direct and Indirect Care) • Service user/Service User Advocacy • Education and Training • Audit and Research • Consultancy (including leadership in clinical practice) **As outlined in this job description, the CNSc pathway will facilitate the post holder to be supported to professionally and clinically develop the skills and knowledge required to achieve the competencies of the CNS.**
Principal Duties and Responsibilities	**Clinical Focus** The cCNS will be supported to: • Develop a strong service user 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 service user, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care. • The CNSc will have a strong patient focus whereby the specialty defines itself as nursing/midwifery and subscribes to the overall purpose, functions and ethical standards of nursing/midwifery. 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 cCNS will: • Provide a specialist nursing service for patients with a diagnosis of Neurogenic bladder & Bowel 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 care.

	• Monitor patients by performing regular Urodynamics and Bladder Function Assessment • 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 polypharmacy and support medical and pharmacy staff with medication reviews and medication management • 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 SB Urology 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 • Performing Urodynamic bladder studies. • Management of urinary and faecal incontinence with coexisting urinary problems. • Providing support, counselling and education to families. • Negotiating care with the multidisciplinary team. **Indirect Care** • Identify and agree appropriate referral pathways for patients with Spina Bifida with Neurogenic bladder & bowel • 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 Spina Bifida with Neurogenic bladder & bowel care • Take a lead role in ensuring the service for patients with Spina Bifida with Neurogenic bladder & bowel 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 SB Urology and Bowel Management nursing/midwifery, 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 SB Urology and Bowel condition. • Providing education and information to staff, community and schools on the continence programmes of the various children concerned. Provide education and training for Special Needs Assistants in the community and participate in running study days for same. • Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to SB Urology and Bowel management thus empowering them to self-manage their condition. • Provide mentorship and preceptorship for nursing/midwifery colleagues as appropriate. • Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate • Create exchange of learning opportunities within the MDT in relation to evidence based SB Urology and Bowel Management 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 SB Urology and Bowel Management care. • Be responsible for addressing own continuing professional development needs **Audit & Research:** • Establish and maintain a register of patients with SB Urology and Bowel Management within the CNS/CNM caseload.

	• Identify, initiate and conduct nursing/midwifery and MDT audit and research projects relevant to the area of practice. • Identify, critically analyse, disseminate and integrate best evidence relating to care SB Urology and Bowel Management into practice • Contribute to nursing research on all aspects of SB Urology and Bowel Management 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 nurse led clinics, contributions to research and QI, which provide evidence of the effectiveness of the CNS interventions undertaken • Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care). **Consultancy:** • Provide leadership in clinical practice and act as a resource and role model for SB Urology and Bowel Management 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 CNS/Registered Advanced Nurse/Midwife 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 CNS in SB Urology and Bowel Management and in related professional associations. • Throughout the agreed pathway, the CNM1 in Spinabifida Urology practice will be enabled to develop the specific knowledge, skills and competencies to: • Understand leadership in clinical practice with the aim of acting as a resource and role model for nursing Insert Name practice. • Contribute the expanding nursing knowledge/expertise to the development of clinical standards and guidelines and support implementation • Use growing specialist knowledge to support and enhance own nursing practice and practice of colleagues

	• Develop collaborative working relationships with local CNS in Spinabifida and Spinabifida Urology, Registered Advanced Nurse Practitioner/MDT colleagues as appropriate, contributing to person centered care pathways to promote the integrated model of care delivery. • With the support of the DoN/M/line manager, attend integrated care planning meetings as required • Where appropriate, develop and maintain relationships with specialist services in voluntary organisations which support service users in the community. • Understand the requirement to liaise with other health service providers in the development and on-going delivery of the National Clinical and Integrated Programme model of care. • Understand the requirement to network with other CNM1 in Spinabifida Urology Practice and CNS in Spinabifida and in related clinical and professional areas of practice. *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.*
Eligibility criteria, qualifications and experience	**<u>Candidates must have at the latest date of application:</u>** **1.Essential Criteria:** Be a registered Paediatric 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** 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 SB Urology and Bowel Management. **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** Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, professional and administrative capacity for the proper discharge of the duties of the office.

	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. *Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) by way of the Service user Safety Assurance Certificate (PSAC)*
Post Specific Requirements, additional qualifications and or experience required	The organisation will consider the post specific requirements or experience required in developing the specific CNSc Spinabifida Urology. For example: Demonstrate depth and breadth of Nursing experience in the specialist area of Spinabifida Urology • 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 cCNS you will promote 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 and participate in education and training, promote innovation and research to enhance patient family and staff experience.

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.
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 at 16:00hrs. Proposed interviews Friday 20th of November 2026.** 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: Emer.Aldridge CNM III Urology Emer.Aldridge@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talen Acquisition Specialist – Evgeniya.Byvakina@childrenshealthirleand.ie **PLEASE NOTE:** 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. • 4th January 2027 • 8th February 2027 • 8th March 2027 • 5th April 2027 • 10th May 2027 • 14th June 2027 • 5th July 2027 • 9th August 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.