Job Title & Grade	Clinical Nurse Manager 2 - Beech Day Ward
Campaign Reference	106122
Closing Date	Wednesday, 18th of November 2026 at 11:45pm
Duration of Post	Permanent Part time Contract
Advertisement Type	External
Specific T&C's of post	0.5WTE/ 18.75 hours per week/ shift work required; Annual Leave: 25 – 28 days per annum 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	Beech day ward CHI at Tallaght
Reporting Arrangements	This post will report to the: • This post will report to the Clinical Nurse Manager 3, with overall professional accountability to the Director of Nursing.
Key Working Relationships	The post holder will work closely with: • Clinical Nurse Manager team • Nursing team • Assistant Director of Nursing • Director of nursing • Patient Flow/Out of Hours • Clinical Nurse Facilitators • Nurse Practice Development • Human Resources • Medical Colleagues • Health and Social Care Professionals • Staff nurses and student nurses in the clinical area • Clinical placement coordinator *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 post is to provide clinical leadership to a designated nursing team and ensure the provision of high-quality nursing care to children and families. • To assist in the safe, effective and efficient management of the department within allocated resources and to undertake delegated responsibility for the department. • To ensure the provision of a high standard of care to the children and their extended family is consistent with the mission, vision, values and strategic plan of the hospital. • In carrying out these duties, confidentiality surrounding the child's admission and treatment must be maintained at all time. *The successful candidate may be required to work across CHI sites and services in line with organisational requirements and the development of the new children's hospital and associated services.*
Principal Duties and Responsibilities	**Professional Duties and Responsibilities**: • The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. • Responsible for the day to day management of the ward. • Manage the nursing team and their performance on a 24-hour basis, ensuring a safe clinical environment is maintained. • Ensure all hospital policies and procedures are implemented and available for staff. • Contribute to the strategic planning of services within CHI at Tallaght and the New Children's Hospital. • Manage conflict effectively and safely. • Acts as a liaison between medical and surgical teams, anesthetists, CNS nursing teams, administrative staff, and patients/families to optimise the throughput of the day ward. • Ensures compliance with national healthcare standards (such as NMBI guidelines in Ireland or local policies), infection control, and post-operative safe-discharge protocols • Manage all resources efficiently and effectively • Facilitate co-ordination, co-operation and liaison across multi-disciplinary teams and programmes • Manage defined devolved Human resource functions, by having a proactive approach to absenteeism and with particular emphasis on maximising recruitment and retention of nursing and non-nursing staff • Be proactive in managing performance and staff development. Keeping the CNM3 appraised on all issues relating to performance issues • To ensure the provision of excellent, evidence based nursing care for the children and their families

	• Ensure that each child is assessed and that their care is planned, implemented and evaluated in negotiation with the family and that this is accurately documented in line with Hospital guidelines • Promote Family Centred Care and ensure the provision of a welcoming, caring and safe environment for the children and their families • To act as an advocate for the child and family ensuring the provision of appropriate information and support services • To communicate complex and sensitive information effectively to patients, carers and other staff, overcoming any barriers to understanding and providing support during distressing or emotional events • Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence based nursing care. This includes expanded role responsibilities, within the Scope of Professional Practice, following appropriate training • To be competent in the administration and adhere to Hospital Medication Policy at all times. • Communicate effectively, promoting open and trusting relationships • To be aware of the uses, safety precautions and handling of equipment in the department • Participate in the collection, interpretation and presentation of data and information on the department's activities • To act as a preceptor for junior staff nurses and under and post graduate students • Teach parents the clinical skills required to care for their child safely at home • Demonstrate a professional approach to work and act in accordance with NMBI Code of Professional Conduct at all times • To maintain confidentiality surrounding the child's presentation and treatment at all times • To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments to include mandatory training • Ensures a high standard of professional and clinical leadership. • Acts as a role model at all times, providing support to clinical staff in performing assessment of the patient, interpretation of data and integration of knowledge. • Is a positive team member, builds relationships and strengths with their colleagues and deliberately monitors and works to improve the team process. • Plans and maintains staff rotas in conjunction with the CNM 3 and ensures alignment of available resources to match demand and is resourceful in resolving staff shortages or skill mix concerns. • Participate in teams meetings and committees as appropriate • To work with the Patient Flow and Out of Hours nursing team to monitor and assess the need to transfer day ward patients into inpatient beds if required or transfer in-patients to the day ward. • Liaise with other hospital staff and departments in order to promote and maintain good working relationships and high standards of care for patients this includes day wards across CHI. • Be willing to share personnel when requested with other departments.

	• Acts within the best interest of the patient, bearing in mind hazards, risks, capacity, and vulnerability and addresses these needs within available resources/networks • Promote awareness of risk management and appropriate reporting of critical incidents. • Utilizes sound clinical judgment skills when delegating duties within the day ward setting ensuring maximum resource utilization. • Demonstrates self-awareness, resilience, composure and openness to change within the ward setting. • Communicates in a manner that is compassionate, age-appropriate, respectful and non-discriminatory, exhibiting emotional intelligence for the context in which the communication occurs. • Creates and promotes healthy working relationships. Communicates effectively with families and the multi-disciplinary team to ensure positive outcomes for patients. • Assists patients in a professional manner and promotes this practice amongst staff within the ward setting. • Maintains communication and collaboration networks on a proactive basis to support patient flow, early supported safe discharge and social care needs. • Respects everyone's role and the expertise that they bring to patient care and understands the importance of culture and good working relationships. • Facilitate change in work practices, procedures, techniques or technologies having regard to developments and in accordance with agreed core standards and best practice. • Provides supervision and assistance in the development of knowledge, skills and attitudes of direct report staff and assigned students. • Research and promote quality initiatives that are evidence based. • Participate in audit, presentations and writing 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.*
Eligibility criteria, qualifications and experience	**<u>Essential Criteria:</u>** • Be registered nurse in the Children's Division of the active register held by the Nursing and Midwifery Board of Ireland (NMBI) with 5 years post registration experience with a minimum of 3 years recently in the acute setting; **OR** • Be registered nurse in the General Division of the active register held by NMBI with 5 years recent acute children's nursing experience • Administrative capacity to properly discharge the functions of the role. • Have excellent communication and interpersonal skills. • Demonstrate evidence of continuing learning and professional development **<u>Desirable Criteria:</u>**

	• Relevant management course • Experience of managing change • Awareness of research based practice and audit
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.
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 1 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.
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 are 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 CVs and cover letter is **Wednesday, 18th of November 2026 by 11:45pm.** 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 department, please contact Barbara.collins@childrenhealthireland.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 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 • 6th September 2027 • 4th October 2027 • 1st November 2027 • 6th December 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.