Job Title & Grade	Staff Grade Pharmacist
Campaign Reference	106184
Closing Date	Thursday 26th November 2026 at 23.45pm
Duration of Post	Specified Purpose Contract
Advertisement Type	External
Specific T&C's of post	5/5 35 standard working week/ shift work required Annual Leave: 29 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 3247, starting at Point 1 €50,485 and rising annually in increments: €53,725; €57,152; €60,684; €64,293; €67,921; €71,619; €75,383; €79,217; €**80,758 LSI**
Location of post	All CHI sites
Reporting Arrangements	The post will report to the Head of Pharmacy Services CHI or their nominated deputy

Key Working Relationships	The post holder will work closely with: • Head of Pharmacy • Chief ll Pharmacists, Aseptic Compounding Unit or Dispensary Manager • Pharmacists • Pharmaceutical Technicians • Consultant Clinicians • Non-Consultant Hospital Doctors (NCHDs) • Ward managers, Nursing Staff • Patients *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 a high-quality comprehensive service to your area of responsibility by promoting the best clinical, safe, and cost-effective use of medicines resulting in safer and better outcomes for patients. *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. **Service Delivery** The successful candidate will: • Be responsible for the provision of a high-quality comprehensive dispensary/clinical pharmacy/ aseptic compounding or parenteral nutrition service to your area of responsibility promoting the best clinical, safe, and cost-effective use of medicines.

	• Assist with the purchasing and procurement, distribution, and stock control of medicines used in the hospital.
	• Be involved in service development and the strategic planning of dispensary/clinical pharmacy/ aseptic compounding /or parenteral nutrition services within your area of responsibility.
	• Develop and expand a dispensary/clinical pharmacy/aseptic compounding/or parenteral nutrition service that will provide clinical pharmacy input into the care of patients in close cooperation with the medical and nursing staff. This will include ward-based chart review and clinical input on all aspects of medication use.
	• Support and manage the use of automated dispensing cabinets (ADCS) in your area of responsibility.
	• Support and develop standard operating procedures, protocols, and guidelines in your area of responsibility.
	• Work closely with the Formulary Pharmacist to maintain and update a comprehensive database of drugs for paediatric use. This will include the following:
	  • Addition of new drugs
	  • Deletion of discontinued drugs
	  • Updating doses, formulation, and administration information to reflect product changes
	  • Updating drugs and doses to reflect changes in treatment guidelines
	  • Changes and or modifications to prescribing/dispensing/administration systems to minimise the risk of medication error.
	• Provide education and training to staff including doctors, nurses, undergraduate pharmacists, and pharmaceutical technicians, and to patients and parents.
	• Demonstrate leadership through dedication and professionalism, fostering healthy working relationships.
	• Actively participate in continuing education and research activities consistent with the post.
	• Work closely with Medication Safety Officer (MSO) to identify risks associated with medications. Receive and record details associated with incidents.
	• Ensure that effective safety procedures are in place to comply with the most recent legislation and ensure that staff comply with these procedures.
	
	• Collect, interpret, and present to the Head of Pharmacy data on activity and expenditure as required.
	• Be familiar with all relevant areas in the Pharmacy Department and provide cover in these areas as required.
	
	Stakeholder Engagement
	
	• Act as a champion for the Pharmacy Department in the organisation.

	• Act as an interface and point of contact between the CHI Pharmacy Department, the Director of Pharmacy, and medical and nursing staff. • Develop and maintain effective networks and relationships with internal and external stakeholders. • Plan and facilitate meetings with stakeholders as required. **Communication** • Communicate effectively. • Support and maintain regular communication with all relevant hospital staff. **General** • Support the Director of Pharmacy in service delivery. • Be responsible for your own area of work by actively planning your own workload, and prioritizing projects and tasks appropriately to meet the needs of the service • Contribute to project management, quality improvements, and implementation. • Participate in team meetings. • Collate and present quality data, reports, or other documentation as required. • Support Organisational Readiness activities. • Participate in additional CHI project work, as requested. • Support all stakeholders to deliver optimum medication safety to patients. • To carry out any other duties in keeping with the role and grade. *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.*		
Specific Requirements / Exposures for this post:	**Includes (tick all that apply):** ☐ Driving ☐ Working at height ☒ Regular VDU work	**Exposure to (tick all that apply):** ☐ Noise (>80dBA) ☒ Cytotoxic drugs ☐ Respiratory sensitisers	**Consists of (tick all that apply):** ☒ Contact with patients ☐ Patient moving and handling ☐ Inanimate moving and handling

	☐ Night working ☐ Food handling ☐ Working with Ionising radiation ☐ Other (please specify): ☐ None Applicable:	☐ Vibrating equipment ☐ Other (please specify): ☐ None Applicable:	☒ Exposure Prone Procedures (EPP) ☐ Work in Haemodialysis ☐ Work in confined spaces ☐ Other (please specify): ☐ None Applicable:
Eligibility criteria, qualifications and experience	**<u>Essential Criteria:</u>** A Registered Pharmacist with the Pharmaceutical Society of Ireland or be entitled to be registered. • Evidence of Continuing Professional Development. • Demonstrates a patient-centred focus. • Possesses the requisite knowledge and ability, including a high standard of suitability to discharge the duties of the role. • Understands the role of pharmacists in hospital pharmacy in Ireland, including but not limited to aseptic compounding and clinical pharmacy. • Demonstrates planning and organisation skills. • Demonstrates ability and initiative to work alone. • Demonstrates leadership and decision-making ability. • Demonstrates ability to work as part of a team in a multidisciplinary setting. • Flexibility to adapt to a dynamic and changing work environment • Effective communication skills **<u>Skills and Knowledge:</u>** • Excellent communication skills, both written and verbal. • Change management skills. • Ability to produce and analyse trends outcomes. • Ability to handle a diverse and challenging workload. • Ability to analyse complex problems and develop practical solutions.		

	• Knowledge of professional understanding of continuous quality improvement and skills to develop and implement excellent standards of practice and care. • Excellent IT skills – Word, Excel, PowerPoint. **<u>Desirable Criteria:</u>** • Prior healthcare experience working in a hospital setting. • Prior experience in paediatric pharmacy. • Basic knowledge of therapeutics
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	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.
How to Apply & Informal Enquiries	*** 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 Thursday 26th November 2026 at 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 specialty/department, please contact Michael Fitzpatrick Pharmacist Executive Manager michael.fitzpatrick@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Specialist – rachel.sheridan@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.

Does the post above identified for filling come within the definition of an Exposure Prone Procedure (EPP) Post? (Tick below as appropriate)	
YES ☐	**NO** ☒

Exposure Prone Procedure (EPP) Post

Assessment of Post in line with the 'Integrated Guidance on Health Clearance of Healthcare Workers and the Management of Healthcare Workers Living with Bloodborne Viruses (Hepatitis B, Hepatitis C and HIV, 2025')

Exposure Prone Procedures (EPPs) are defined in the national guidance as: 'invasive procedures where there is potential for direct contact between the skin, usually finger or thumb of the healthcare worker and sharp objects or surgical instruments – such as needles, sharp body parts (for example fractured bones) spicules of bone or teeth – in body cavities or in poorly visualised or confined body sites, including the mouth of the patient'.

All staff hired, transferred or promoted into an EPP post will be required to provide evidence via Occupational Health service of their freedom from infection in line with this national guidance. No appointment will be made in the absence of such evidence. EPP workers with previous EPP clearance prior to November 2025, may require further clearance in line with this updated guidance, so should submit details of previous clearance in line with section 9 of this form. The guidance is available here https://www.hpsc.ie/a-z/bloodbornevirus/

Detailed information on those categories of staff and procedures coming under the scope of the EPP definition is available from the Area Recruitment Unit. If there is any doubt about whether the post you have identified above comes within the definition of an EPP post, expert advice should be sought from the Occupational Health Service.