Job Title & Grade	Assistant Director of Nursing – Orthopaedic and Spinal service
Campaign Reference #	106188
Closing Date	Thursday, 19th of November 2026 at 11:45pm
Duration of Post	Permanent Contract
Advertisement Type	Internally/Externally
Specific T&C's of post	37.5 standard working week 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 2910, starting at Point 1 €72,843 and rising annually in increments: €89,894.
Location of post	Children's Health Ireland
Reporting Arrangements	This post will be professionally and operationally accountable to the Directorate Nurse Lead, CDC.
Key Working Relationships	The post holder will work closely with: • Clinical Director CDC • Directorate nurse lead CDC • CNM3 Orthopaedics • CNM3 Spinal Service • Orthopaedic Consultant Surgeons • Business Manager General Orthopaedic and Spinal services • Clinical Directorate Management Team CDC • Orthopaedic Service Managers • Clinical Specialty Lead, Orthopaedics • HSCP Director • Finance and HR teams *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 Assistant Director of Nursing, Orthopaedic and Spinal Services, will provide strategic and professional nursing leadership for the development, governance, quality and future growth of the paediatric orthopaedic and spinal service across Children's Health Ireland. The role is responsible for ensuring that nursing services support organisational objectives through effective workforce planning, clinical governance, quality improvement, service development, and strategic integration across the patient pathway.
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. **Transformation & Change:** • Provide strategic nursing leadership in the planning, implementation and evaluation Orthopaedic and spinal service developments. • Lead the nursing contribution to the development of the national paediatric spinal service model. • Ensure nursing priorities are integrated into all service redesign and transformation initiatives. • Advise the Directorate Management Team on nursing implications for service change. • Provide senior nursing leadership for major service developments, national programme and organisational transformation projects. • Establish governance arrangements to monitor delivery of agreed nursing objectives. • Promote integration of services across CHI sites and future National Children's Hospital pathways. Service **Delivery/Operations/Planning:** • Lead nursing service planning for orthopaedic and spinal services across inpatient, outpatient and perioperative settings. • Provide professional nursing oversight of service capacity developments. • Ensure nursing services are aligned with activity, demand, and national policy requirements. • Contribute to strategic demand and capacity planning processes. • Advise service model requirements to support future growth.

	Clinical Governance • Ensure robust systems for monitoring quality, safety and patient outcomes. • Provide assurance regarding nursing compliance with national standards and organisational policies. • Escalate clinical risks and governance concerns appropriately. **Performance Oversight** • Review service performance indicators and nursing quality metrics. • Seek assurance from operational managers regarding performance variances. • Lead nursing improvement initiatives arising from performance reviews. **Communications:** • Represent nursing at local, regional and national forums relating to Orthopaedic and spinal services. • Foster effective partnerships with patients, families, and advocacy groups • Act as the senior nursing representative for Orthopaedic and spinal services. • Support development of communication strategies aligned to service objectives. • Provide expert nursing advice to senior management on strategic service developments. **Finance/Human Resource:** **Workforce Planning** • Lead strategic nursing workforce planning for orthopaedic and spinal services. • Develop workforce models aligned to current and future service demand. • Contribute to workforce business cases and service development proposals. • Ensure succession planning strategies are in place. **Professional Leadership** • Provide leadership and professional support to CNM3s and nursing teams. • Develop leadership capability within the nursing workforce. • Promote a culture of accountability, continuous improvement, and professional excellence. **Resource Management** • Contribute to budgetary planning and resource prioritisation from a nursing perspective. • Ensure efficient and effective utilisation of nursing resources. **Quality, Safety and Governance:** • Lead nursing clinical governance arrangements within Orthopaedic and spinal services. • Ensure implementation of national standards, nursing policies, and HIQA requirements.

	• Sponsor and oversee nursing quality improvement programmes. • Review incident trends, risks, and patient outcome data. • Ensure lessons learned are translated into service improvements. • Promote a culture of quality, patient safety and continuous improvement. **Research, Audit and Innovation** • Promote nursing research and evidence-based practice. • Support participation in national and international audit programmes. • Lead development of nursing quality indicators and outcome measures. • Encourage innovation and adoption of best practice models of care. *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	**Essential Criteria:** Eligible applicants will be those who on the closing date for the competition are: • Registered Children's Nurse and or Registered General Nurse on the Division/s of the Register of Nurses and Midwives, maintained by the Nursing & Midwifery Board of Ireland [NMBI] or entitled to be so registered. • Have 7 years' post registration nursing experience with 3 years' recent acute experience in clinical practice management, practice development, education or quality improvement. **Desirable Criteria:** • Possess a relevant post graduate award at level 9 (master's degree) or Higher. • Evidence of strategic workforce development experience. • Possess relevant orthopaedic/ Spinal experience. • Experience & evidence of previous change / transformation within a service/ specialty
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 ADON you will lead 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.

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 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.**
How to Apply & Informal Enquiries	The closing date for submissions of CV's and cover letter is **Thursday, 19th of 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 Karen McGuire, Director of Nursing at karen.mcguire@childrenshealthireland.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, 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. • 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.