Job Title & Grade	Candidate Clinical Nurse Specialist (CNM1 Grade) - Neuro- Oncology
Campaign Reference #	106232
Closing Date	Sunday, 22nd of November 2026 at 11:45pm
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 pro rata. 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	The Neuro-Oncology Nurse Specialist will be based between both CHI at Temple Street & CHI at Crumlin until the New Children's Hospital. Occasionally visiting with St. Lukes and Beaumont Hospitals.
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. 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	This post will report to the • **Operational Responsibility** -This post will report to Assistant Director of Nursing in 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 the specialist area.

Key Working Relationships	The post holder will work closely with: 1. Neurosurgical & Neuro-Oncology Consultants & Medical Teams 2. Neurosurgery ANP & CNS 3. Neuro-Oncology ANP & CNS 4. Neurosurgery Service Co-ordinator 5. Multidisciplinary Teams 6. Nursing Administration *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 post of Neuro Oncology cCNS has a pivotal role in service planning, co-ordinating, and managing activity and resources within Neuro oncology. The post holder will hold lead nursing responsibility for the care of children with neuro-oncology conditions, working as an integral member of the multidisciplinary team. In collaboration with the Neurosurgical and Neuro-oncology teams, the post holder will ensure the delivery of high-quality, patient-centred care. They will provide strong nursing leadership, specialist expertise, professional advice, and support to optimise the management and care of this patient group.

Principal Duties and Responsibilities	**Professional and Clinical Responsibilities**
	
	The Clinical Nurse Specialist Candidate in Neuro Oncology will:
	
	• Provide expert nursing care and maintain overall responsibility for the coordination, assessment, planning, implementation and evaluation of care for children with CNS tumours and their families across the care continuum.
	• Practice in accordance with:
	  ○ Nursing and Midwifery Board of Ireland (NMBI) Code of Professional Conduct and Ethics.
	  ○ Professional Clinical Guidelines.
	  ○ National and HSE policies and standards.
	  ○ Local policies, protocols and procedures.
	  ○ Current legislation and principles of clinical governance.
	• Manage a specialist caseload of paediatric neuro-oncology patients as appropriate to the CNSc grade, ensuring care is seamless, coordinated and patient-centred across all relevant sites and services, including occasions where proton therapy is delivered outside Ireland.
	• Act as the lead coordinator for children diagnosed with brain and spinal tumours from diagnosis onwards, ensuring timely access to investigations, treatment planning, follow-up and supportive services.

	• Meet patients and families as early as possible following identification of a CNS tumour and provide ongoing clinical support, education, advocacy, counselling and guidance throughout diagnosis, treatment and survivorship. • Work collaboratively with Neurosurgery, Oncology, Pathology, Radiology, Radiotherapy, Tissue Viability, Allied Health Professionals and community services to ensure integrated care delivery. • Review neurosurgical wounds and provide neurosurgical advice for Neuro oncology patients when they are not in Temple Street. • Maintain effective communication between Neurosurgery and Oncology teams, ensuring that all relevant medical and nursing staff are kept informed regarding patient progress, treatment plans and ongoing care requirements. • Liaise with and refer to appropriate multidisciplinary team members to facilitate coordinated care and timely interventions. • Ensure all neuro-oncology patients are linked with an appropriate Consultant Oncologist, discussed at relevant multidisciplinary meetings and receive timely treatment planning and follow-up arrangements. • Attend and contribute to multidisciplinary team meetings, including Neurosurgical, Neuro-oncology and HOOPS meetings, and facilitate the coordination of weekly neuro-oncology MDT discussions. • Communicate assessment findings, treatment plans, recommendations and outcomes verbally and in writing to patients, families and relevant healthcare professionals in accordance with service policy. • Coordinate transfer of clinical information between services and sites to minimise treatment delays and ensure continuity of care. • Plan and facilitate discharge, transition and follow-up arrangements as appropriate. • Ensure that children, young people and their families are treated with dignity, respect and compassion at all times. • Maintain accurate clinical records and databases in accordance with professional, legal and organisational requirements. • Act as a patient advocate, ensuring the child's and family's needs and preferences are represented within all aspects of care planning and decision-making. • Function as an expert clinical resource for healthcare professionals, providing specialist advice, support and education in neuro-oncology care. • Operate within the scope of professional competence and seek support, guidance or referral where appropriate. • Adapt to changing service requirements as we align services to a single Hospital site.

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Quality, Governance, Research and Service Development

- Lead and contribute to the development, implementation and review of neuro-oncology policies, procedures, protocols, clinical guidelines and care pathways, ensuring alignment with evidence-based practice.
- Promote and maintain the highest standards of quality and safety in patient care.
- Participate in clinical audit, quality improvement and service evaluation activities within the neuro-oncology service.
- Initiate, support and participate in research activities relevant to paediatric neuro-oncology and utilise findings to improve patient outcomes.
- Collaborate with the Quality and Risk Department and Nursing Management in relation to risk assessment, policy development, governance initiatives and service improvement.
- Identify opportunities to improve work processes, patient pathways and service delivery and lead change initiatives where appropriate.
- Lead the development and review of patient and family information resources in accordance with national standards and best practice.
- Maintain accurate clinical, administrative and activity data and contribute to service reporting requirements.
- Work collaboratively with nursing and medical leadership teams to support the ongoing development and future integration of paediatric Neurosurgery and Neuro-oncology services.

Health and Safety Responsibilities

- Ensure compliance with health and safety legislation, hospital policies and risk management procedures.
- Promote and maintain a culture of safety for patients, families and staff.
- Observe, report and take appropriate action regarding risks, hazards, incidents and near misses.
- Ensure completion and follow-up of incident and risk reporting documentation.
- Adhere to infection prevention and control requirements, medication management policies and all other relevant clinical safety procedures.
- Ensure safe use, maintenance and procurement of equipment relevant to the service.
- Demonstrate knowledge of HIQA Standards and HSE requirements relevant to the role and support their implementation.
- Promote environmentally sustainable practices and participate in energy, waste and resource reduction initiatives.

Education and Professional Development

- Engage in continuous professional development and attain specialist expertise in paediatric neuro-oncology nursing.
- Keep abreast of developments in clinical practice, research, education and healthcare policy relevant to the specialty.
- Act as a clinical educator and expert resource for nursing, medical and allied health colleagues.
- Participate in the development and delivery of education, training and induction programmes for nursing and multidisciplinary staff.
- Support, supervise and assess student nurses and promote a positive clinical learning environment.
- Provide mentorship and clinical support to nursing staff, particularly those new to neuro-oncology care.
- Participate fully in performance management and professional review processes.
- Maintain a comprehensive professional development portfolio in line with regulatory and organisational requirements.

Management and Leadership Responsibilities

- Provide visible clinical leadership and promote excellence in neuro-oncology nursing practice.
- Lead practice development initiatives within the specialist service.
- Promote a culture of respect, inclusion, collaboration and continuous improvement.
- Contribute to strategic planning, service development and implementation of organisational objectives.
- Participate in nursing management structures and undertake delegated management responsibilities when required.
- Manage resources effectively and efficiently in accordance with organisational requirements.
- Promote effective communication and liaison with internal and external agencies, professional organisations, charitable bodies and support groups relevant to neuro-oncology.
- Develop and maintain local, national and international professional networks to advance neuro-oncology services and patient outcomes.
- Utilise information technology systems effectively to support clinical care, service administration, audit and reporting.
- Lead, facilitate and manage change to enhance patient experience, quality of care and service effectiveness.

	Audit & Research Throughout the agreed pathway, the CNM1 in Neuro Oncology will be enabled to develop the specific knowledge, skills and competencies to: • Establish and maintain a register of service user with patients with Neuro Oncology conditions within the CNM1 in Specialist Practice Caseload. • Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DoN. • Identify, initiate and conduct nursing audit and research relevant to the area of practice and take part in MDT audit and research. • Identify, critically analyse, disseminate and integrate into practice, best evidence relating to care in metabolic • Contribute to nursing research on metabolic care. • Use the outcomes of audit to improve nursing service provision and advocate, when appropriate, for improvement of non-nursing services • 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 nursing practice *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	**Candidates must have at the latest date of application:** **1. Professional Qualifications, Experience, etc.** Be a registered 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 be eligible to be so registered. **And** Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered. **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 Neurosurgical or Oncology Nursing; **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. **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)*
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 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.

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.
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 CV's and cover letter is **Sunday 22rd 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 Michelle.Doyle Michelle.Doyle@childrenshealthireland.ie ANP Neuro Surgery or Deirdre Hughes ADON CDC Deirdre.Hughes@childrenshealthireland.ie For other queries relating to this recruitment process, please contact the Recruitment 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
Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/	

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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.