Job Title & Grade	Clinical Nurse Manager 1 – Maple ward
Campaign Reference	106250
Closing Date	Sunday, 22nd of November 2026 at 11:45pm
Duration of Post	Specified Purpose Contract
Specific T&C's of post	37.5 hours weekly/ shift work required 25-28 days Annual Leave entitlement pro-rata 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 2127, starting at Point 1 € 57,780 and rising annually in increments: € 68,046 LSIS.
Location of post	Maple ward CHI at Tallaght
Reporting Arrangements	This post will report to the Clinical Nurse Manager 2 and 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 • Nursing Students • Assistant Director of Nursing • Patient Flow/Out of Hours • Clinical Nurse Facilitators • Nurse Practice Development • Human Resources • Medical Colleagues • Health and Social Care Professionals *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: • 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 in the absence of the CNM 2.

	• 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. • Ensure delivery of a high standard of patient care. • Encourage recognition of the child as an individual ensuring child and family needs and comforts are given priority. • Demonstrate expertise in the area of nursing. • Plan and assess patient care, together with the nursing team. • Provide leadership among junior colleagues. • Communication with relevant teams regarding patients' condition. • To be a clinical expert and to be a role model to other staff. • To ensure the provision of excellent, evidence-based nursing care for the children and their families. • Ensure that each child is assessed, and their care is planned, implemented and evaluated in negotiation with the family, and that this is accurately documented. • 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. • Ensure that discharge planning is commenced at the point of admission, liaising with the multidisciplinary team, other departments and community services as necessary. • Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence-based nursing care. • Communicates with relatives of patients and with visitors as requested and arrange for visits of Hospital Chaplain / Pastoral Care team. • Communicate effectively, promoting open and trusting relationships. • To be aware of the uses, safety precautions and handling of equipment in the department. • Assist in the development and review of hospital policies, guidelines and procedures. • Ensure the provision of appropriate supervision and support to members of the ward team.

	• Support the provision of effective communication between all members of the multidisciplinary team, other hospital departments, relatives and visitors. • Ensure quality care is given, by being familiar with agreed ward and hospital standards of care. • Manage allocated resources effectively and efficiently. This includes maintaining the correct skill mix for patient dependency, bed/list management, utilisation of time and equipment. • Assist in ensuring the safety of the department, and the risk management process by actively participating in clinical audit, clinical risk and quality issues, including the managing and reporting of incidents. • To ensure that all staff know where to access hospital policies and that staff always adhere to these. • Act as a team leader for a group of nurses, acting as a mentor/preceptor, and facilitating their development through challenge and support. • To lead and co-ordinate team projects and team building activities. • To contribute to the appraisal process and if required disciplinary activities. • Deputise for the department manager in their absence or when requested. • Participate in events or publications that promote the Hospital and children's nursing. • Foster a supportive working environment and promote healthy morale based on professional behaviour, sound organisation, good inter-personal relationships and communication in all aspects of the role' • Demonstrate clinical and professional leadership, enabling multidisciplinary team culture of continuous staff learning and quality clinical practice development. • Demonstrate creativity, energy and inspiration to motivate other members of the team • Implement CHI policies, and actively ensure that staff are aware and comply with statutory obligation, safety procedures and hospital policies • Facilitate and evaluate change using best practice in change management • Maintain and ensure accurate documentation and communicate information on nursing activity and related matters to senior nurse management. • Create a safe work environment for patients, staff and visitors by identifying and reporting and correcting hazards or faulty equipment appropriate hospital processes • To actively assist in the education and practical training of post graduate, undergraduate students, junior staff and multi-disciplinary team members at every opportunity, through formal and informal teaching. • Supervise and orientate new staff to the area. • To act as a preceptor/mentor for all nursing staff. • To be a resource for students and junior colleagues, facilitating the development of nursing staff and the multidisciplinary team members working with the patients. • Teach parents the clinical skills required to care for their child safely at home. • To initiate and participate in audit and research studies relating to nursing and multidisciplinary care, presenting findings through presentations and writing for publication. • Maintain own professional development and mandatory training.

	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 on the Children's Division and/or the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland. • Have a minimum of 2 years' experience in children's Nursing in the acute setting. • Evidence of ongoing education / continuous professional development. • Have proven clinical and managerial ability, leadership, communication and organisational skills. **<u>Desirable Criteria:</u>** • Previous managerial, communication experience and organisational skills • Recognised Management Course / Degree in Nursing or willingness to undertake same.
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 **Sunday, 22nd 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 [Barbara Collins CNM 3 at barbara.collins@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 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.