Job Title & Grade	Clinical Nurse Specialist(CNM2 grade) Ophthalmology
Campaign Reference #	106351
Closing Date	Tuesday, 24th of November 2026 at 11:45pm
Duration of Post	Permanent Part Time Contract
Specific T&C's of post	0.5WTE//18.75 working week//shift work required; 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 2119, starting at Point 1 € 62,699and rising annually in increments: € 79,227 LSIS.
Location of post	This post will be based at CHI at Temple Street.
Reporting Arrangements	• **Operational Responsibility** -This post will report to Assistant Director of Nursing for the specialist area • **Professional Responsibility**-This post is professionally responsible to the Director of Nursing • **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: • Nursing, medical and administration colleagues in the Ophthalmology service within CHI • Interagency teams within the Ophthalmology service including Children and families attending the service • Other services within CHI (e.g Phlebotomy Team, General Paediatrics, Inclusion Health, OPD) • Other professionals who may refer children and young people to the service *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	Deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008 **Caseload** e.g. Children - under 16 years of age. The CNS will focus initially on the following patient groups: Ophthalmology service

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Principal Duties and Responsibilities	The post holder's practice is based on the five core concepts of the CNS role as defined by the NCNM 4th edition (2008) in order to fulfil the role. **The concepts are:** • Clinical Focus • Patient/Client Advocate • Education and Training • Audit and Research • Consultant Clinical Focus **Clinical Focus** The CNS will have a strong patient focus whereby the specialty defines itself as nursing and subscribes to the overall purpose, functions and ethical standards of nursing. The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the patient, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care. **Direct Care The CNS will:** • Provide a specialist nursing service for patients with a diagnosis of an Ophthalmology condition who require support and treatment through the continuum of care • Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice in Ophthalmology care • Use the outcomes of patient assessment to develop and implement plans of care/case management in conjunction with the multi-disciplinary team (MDT) and the patient, family and/or carer as appropriate. • Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family and/or carer as appropriate. • Make alterations in the management of patient's condition in collaboration with the MDT and the patient in line with agreed pathways and policies, procedures, protocols and guidelines (PPPG's). • Accept appropriate referrals from MDT colleagues • Co-ordinate investigations, treatment therapies and patient follow-up • Communicate with patients, family and /or carer as appropriate, to assess patient's needs and provide relevant support, information, education, advice and counselling as required • Where appropriate work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the patient, family and/or carer as appropriate

	• Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management • Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide patients with appropriate self-management strategies and escalation pathways. • Engage with MDT on the development of nurse led Ophthalmology clinics. • Identify health promotion priorities for the patient, family and/or carer and support patient self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand and meets patients' needs **Indirect Care** • Identify and agree appropriate referral pathways for patients with Ophthalmology conditions • Participate in case review with MDT colleagues • Use a case management approach to patients with complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate • Take a proactive role in the formulation and provision of evidence based PPPGs relating to Ophthalmology care • Take a lead role in ensuring the service for patients with a Ophthalmology condition is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012) **Patient/Client Advocate** • Communicate, negotiate and represent patient's family and/or carer values and decisions in relation to their condition in collaboration with MDT colleagues in both Primary and Secondary Care as appropriate • Develop and support the concept of advocacy, particularly in relation to patient participation in decision making, thereby enabling informed choice of treatment options • Respect and maintain the privacy, dignity and confidentiality of the patient, family and/or carer • Establish, maintain and improve procedures for collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate • Proactively challenge any interaction which fails to deliver a quality service to patients

	Education & Training: • Maintain clinical competence in patient management within nursing, keeping up-to-date with relevant research to ensure the implementation of Ophthalmology evidence-based practice. • Provide the patient, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their Ophthalmology condition. • Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to Ophthalmology care thus empowering them to self-manage their condition. • Provide mentorship and preceptorship for nursing colleagues as appropriate. • Participate in training programmes for nursing, MDT colleagues and key stakeholders as appropriate • Create exchange of learning opportunities within the MDT in relation to evidence based Ophthalmology care delivery through journal clubs, conferences etc. • Develop and maintain links with the Centre for Nurse Education (CCNE) Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of educational programme in Ophthalmology care. • Be responsible for addressing own continuing professional development needs **Audit & Research:** • Establish and maintain a register of patients with Ophthalmology conditions within the CNS caseload. • Identify, initiate and conduct nursing and MDT audit and research projects relevant to the area of practice. • Identify, critically analyse, disseminate and integrate best evidence relating to Ophthalmology care into practice • Contribute to nursing research on all aspects of Ophthalmology care • Use the outcomes of audit to improve service provision • 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 practice

	Audit expected outcomes including: • Collate data relevant to speciality to include, activity of services and CNS, nurse led clinics, contributions to research and QI, return visits and) which provide evidence of the effectiveness of the CNS interventions undertaken 3 or 4 – • Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues (Primary and Secondary Care). **Consultant**: • Provide leadership in clinical practice and act as a resource and role model for Ophthalmology practice. • Generate and contribute to the development of clinical standards and guidelines and support implementation • Use specialist knowledge to support and enhance nursing practice • Develop collaborative working relationships with local Ophthalmology CNS/Registered Advanced Nurse Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery. • With the support of the DON, attend integrated care planning meetings as required • Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community. • Liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care. • Network with other CNSs in Ophthalmology and in related professional associations. *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 him/her from time to time and to contribute to the development of the post while in office.*
Eligibility criteria, qualifications and experience	**Essential Criteria:** Be a registered Children's 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 Nursing with the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann);

	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 Ophthalmology; **AND** Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award (equivalent to 60 ECTS or above) that is relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard (60 ECTS or above), relevant to the specialist area of Ophthalmology care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). **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. **AND** Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice. ***Note**: For Nurses who express an interest in CNS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. The clinical experience requirements for this cohort of nurses remain consistent with the DoH (2019) policy, i.e. a minimum of 1 years' experience in practice and a minimum of 1 years' experience in the specialist area and they could be supported to progress on a candidate CNS Pathway. **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.
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 CNS 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.
Management / Administration:	• Provide an efficient, effective and high quality nursing service, respecting the needs of each service user, family and/or carer • Effectively manage time and caseload in order to meet changing and developing service needs • Continually monitor the nursing service to ensure it reflects current service user and organisational needs • Implement and manage identified changes • Ensure that confidentiality in relation to service user records is maintained • Understand the need to represent the specialist nursing service at local, national and international fora as required • Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of nursing specialist care and ensure that this service is in line with HSE requirements. • Contribute to the service planning process as appropriate and as directed by the Director of Nursing/Line Manager To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. *The above Job Description 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*.

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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 **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 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.** The closing date for submissions of CV's and cover letter is **Tuesday, 24th f November 2026 at 11:45pm**. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'.



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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 Sonja Fitzpatrick, Sonja.fitzpatrick@childrenshelathireland.ie

For other queries relating to this recruitment process, please contact Talent Acquisition Specialists – 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.

So that the Onboarding team can confirm your start date, you will need to ensure that your mandatory training is completed at least 7 days prior to your commencement date.

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

- 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.

Career Pathways for Clinical Nurse Specialist/Clinical Midwife Specialist (CNS/CMS) Information Leaflet

1. Background

From a Nursing & Midwifery workforce perspective, there has been a significant investment in Clinical Nurse/Midwife Specialist (CNS/CMS) posts across all services including acute, community, mental health, children's and intellectual disability services. More recently in order to support the implementation of Sláintecare, with the focus on the rollout of the Community Health Networks (CHN)/Enhanced Community Care (ECC) model, there has been substantial additional resourcing and a requirement for recruitment of CNS posts within community services.

In response to requests for additional CNS/CMS posts from National HR, the ECC Programme and wider organisational services, the Office of Nursing and Midwifery Services Director (ONMSD) in collaboration with key stakeholders, has developed the following career pathways for CNS/CMSs that will support services in achieving the recruitment needs of the organisation.

The CNS/CMS career pathways were developed in line with the DoH (2019) *A Policy on the Development of Graduate to Advanced Nursing and Midwifery Practice*. The proposed development pathways will provide additional career opportunities and enable nurses and midwives to gain the required competences through clinical exposure in the specialist area of practice, and progress towards CNS/CMS while undertaking the appropriate postgraduate qualification.

2. CNS/CMS post holders employed prior to May 2023 were required to meet the following eligibility criteria:

- *A minimum of five years post registration experience including a minimum of two years' experience in the specialist area*
- *have acquired a minimum of a level 8 post-registration NQAI qualification relevant to his/her area of specialist practice*

Existing CNS/CMS post holders: For those already permanently employed as a CNS/CMS prior to May 2023, there is no requirement to change the academic qualification level.

3. Interim CNS/CMS Career Pathway - valid from May 2023 to September 2026

The ONMSD has incorporated successful elements of previous and existing HSE sponsorship programmes into the proposed Candidate CNS/CMS Pathway in this option. Nurses/Midwives currently employed as Staff Nurses/Midwives (SN/SMs) and Enhanced Nurses/Midwives (EN/EMs) and any other nursing/midwifery grades who have a minimum of 1 years clinical experience and who express an interest in CNS/CMS roles could be supported to progress on a Candidate CNS/CMS Pathway as follows:

(a) The individual Community Healthcare Organisations (CHO)/Acute Hospital Group (HG) will identify the numbers of CNS/CMS posts approved for recruitment for their area. A recruitment campaign will be organised by the CHO/HG between local HR and services.

(b) Nurses/midwives who are successful at interview for candidate CNS/CMS post will:
- be offered a contract for a *Candidate CNS/CMS post (identify specialist area)* at CNM1/CMM1 grade with a job description outlining the CNS/CMS competencies to be achieved.
- be required to demonstrate their specialist experience or if they do not possess the relevant specialist experience, they will be supported to attain one year's clinical specialist experience
- be 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.
- 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.

(c) All of the above must be achieved within 2 years for this pathway.