Children's Health Ireland

Job Specification and Terms & Conditions

Job Title	Consultant Paediatric Surgeon
Campaign Reference	106492
Closing Date	Friday 11th December 2026 at 11:45pm
Hours	Children's Health Ireland are seeking to fill this Consultant Paediatric Surgeon post on a permanent basis 37 hours per week at Children's Health Ireland.
Location of Post	Children's Health Ireland (CHI), currently comprises the three children's hospitals - **CHI at Crumlin** (Dublin 12), **CHI at Temple Street** (Dublin 1) and **CHI at Tallaght** (Dublin 24) and the Paediatric Outpatient and Urgent Care Centre, **CHI at Connolly Hospital** (Dublin 15). The new OPD and Emergency Care Unit in Tallaght opened in Nov 2021. The New Childrens Hospital is expected to open in Summer 2027, with the amalgamation of Temple st, Crumlin and Tallaght. CHI's Programme Office, **CHI Herberton** is located in Rialto, Dublin 8 adjacent to the new children's hospital, which is on the campus shared with St James' Hospital. The appointee will be located initially in CHI at Temple Street and CHI Crumlin. The appointee will eventually be located at the new children's hospital when it opens in 2027 and will be part of the Department of Paediatric Surgery within CHI. The National Model of Care for Paediatric Healthcare Services in Ireland explicitly supports the development of the new children's hospital and an integrated national network for paediatrics, with strengthened and interconnected roles for local and regional paediatric units, to provide care as close to the child's home as possible. The key element to the implementation of the National Model of Care is the establishment of Managed Clinical Networks (MCNs) between Children's Health Ireland (CHI) and a number of regional centres.

	The MCN between CHI and the three regional hospitals in Ireland (Limerick, Cork and Galway) will help to establish a Regional Paediatric Surgery Facility (RPSF) for local paediatric units in the South, West and Mid-Western regions, thus facilitating appropriate local surgical care for children under the age of 16 years. A RPSF would include Regional Adult General Surgeons with a special interest in Paediatric Surgery working together in collaborative partnership with Specialist Paediatric Surgeons from within CHI providing outreach outpatient and day case surgery services to deliver child and family-centred care as close to the child's home as possible. All new surgeons appointed to CHI will be expected to contribute to this network model of care linking to one of the regional units with an expectation of some outreach clinic and surgical activity to be agreed between CHI, the appointed paediatric surgeon and the designated regional centre or centres.
Context/ Background	Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals - Crumlin, Temple Street and Tallaght. It also includes the paediatric outpatients and urgent care centres at Connolly, which opened in July 2019 and at Tallaght, which opened in November 2021. CHI governs and operates local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis. • Just under 25% of our population are children under 18 years of age. It was estimated in 2016 that 16% of our children have a chronic disease, such as, diabetes, allergies and asthma and this was increasing. 2% are acutely ill or have complex and multiple care needs requiring national services • CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialties and 442 in-patient & day care beds • 2019 activity: In-patients 24,500; Day cases 33,500; Outpatients 147,500; ED 129,000 Ireland will have a world class new children's hospital that is being purpose built to deliver the best care and treatments that are available for future generations to come.

	The new children's hospital, which is planned to open in 2027, will bring together the three children's hospitals onto a campus shared with St James' Hospital. This will be a leading campus in healthcare and research in Ireland, a leading adult teaching hospital, a children's hospital and in time, a new maternity hospital, when the Coombe Women and Infants University Hospital is relocated on the campus. Children's Health Ireland (incorporating Crumlin, Temple Street and Tallaght hospitals) provides national and regional specialist services including Anaesthesiology/Intensive Care Medicine, Cardiology, Cardiac Surgery, Dental, Dermatology, Emergency Medicine, Endocrinology, ENT, Gastroenterology, Genetics, Haematology, Infectious Diseases, Allergy, Immunology, Neonatology, Nephrology, Neurology, Oncology (including Paediatric Radiotherapy at St. Luke's Hospital), Ophthalmology, Orthopaedics, Pathology, Psychiatry, Radiology, Respiratory Medicine, Rheumatology, Paediatric Surgery and Urology and Plastic Surgery (including the National Burns Unit). The Hospital provides primary and secondary care for the children of the HSE Dublin Midlands Region and provides tertiary care for the children of the same region and the nation as a whole - with a child population of approximately 1 million. The hospitals are involved in the teaching of medical and nursing personnel and teaching links are firmly established with the Royal College of Surgeons in Ireland (RCSI), Trinity College (TCD) and University College Dublin (UCD). The current General Paediatric/Urology Surgery service is delivered by 13 consultants with 4 additional new posts approved for appointment over the next 24 months. CHI is leading on the clinical and operational transformation on how children's healthcare will be delivered in the future to provide better, safer and more sustainable healthcare in the future. The new hospital is planned as the first 'Digital Hospital' in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence based standards, such as, 100% single rooms. The Children's Hospital Programme is a major programme of work led by CHI, focused on transformative service change to enhance services for children, young people and

	their families, to integrate the three existing hospitals, while maintaining existing and new services, ensuring patient safety and quality until transition is complete. *For further information about CHI, check out our recruitment website WWW.CHI.jobs*
Reporting Arrangements	The Consultant Contract POC23 states that the Consultant's reporting relationship and accountability for the discharge of his/her contract is: The Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her Clinical Director
Key Working Relationships	• Clinical Directors across the three Children's hospitals and the new Paediatric OPD and Urgent Care Centres. • Clinical colleagues within the cross-city Department of Paediatric Surgery • Clinical Lead for Paediatric Surgery and Clinical Leads for the other Paediatric and Neonatology Clinical Programmes and the Integrated Care Programme for Children • Inter-Disciplinary Teams within the hospitals and at the Paediatric Outpatients and Urgent Care Centre at Connolly
Purpose of the Role	The new post holder will support the development of a world class Department of Paediatric surgery within CHI, and along with his/her colleagues, support the paediatric surgery consultant body in the assessment and management of complex patients. The post holder will provide clinical support, advice and consultation on neonatal, paediatric and adolescent surgical patients as required. The new post holder will work closely with other colleagues and multi-disciplinary teams along with administrative staff in the unit to develop referral pathways, service coordination, and the planning and delivery of an efficient and effective service. The post holder will be expected to participate in peer reviews, guideline development, development of policy and procedure, data collection, governance of service, staff recruitment, staff training and development of the service.
Principal Duties and Responsibilities	The successful applicant, as an appropriately trained specialist in Paediatric Surgery, will assume a full clinical role in the stabilisation, investigation and clinical management of patients presenting within the full spectrum of General paediatric and neonatal surgery. The appointee will join their paediatric surgery colleagues to

deliver a world class service for our paediatric surgical patients and will contribute to the General Surgical on-call cross-city rota including Temple Street or Crumlin, prior to moving to the new National Children's Hospital on the St. James' Hospital site. The successful applicant will be expected to participate in the CHI network outreach program for the general surgery of childhood as per the Model of Care 2023.

The person appointed will be required to carry out the following duties:-

- Act as Consultant Paediatric Surgeon for Children's Health Ireland
- Participate as part of the existing team in the provision of paediatric and neonatal surgical services for CHI to include: ward rounds, out-patient clinics and operative surgical lists
- The responsibilities within OPD, theatre and ward rounds will include delivery of patient care, supervision of junior colleagues in training, sharing of administrative duties and contributing to the educational programme within the department of Paediatric Surgery
- Clinical management of the Paediatric Surgery service, in conjunction with other Paediatric Surgery Consultant colleagues. The precise division of responsibilities between the Consultants in Paediatric Surgery will be agreed between the Consultant, the Clinical Director and the CEO or their appropriate delegate. These responsibilities will be reviewed on an annual basis.
- Responsibility for the care of patients admitted to the Short Stay Observation Unit, if available on site.
- Participation in the Paediatric Surgery consultant on-call rota of the existing children's hospitals and subsequently in the Paediatric Surgery Department of the new hospital at St James' campus.
- To undertake essential supporting duties for clinical care including, inter alia, risk management, critical incident investigation and oversight of rosters
- Undertake Child Protection duties associated with the role of a Consultant Paediatric Surgeon in conjunction with the Child Protection services provided by the hospital. The Consultant Paediatric Surgeon will play a lead role in

	ensuring systems are in place for the care of other at-risk or vulnerable patient groups • To participate in the Clinical Directorate structure. The Consultant shall receive training and support to enable him/her to participate fully in such structures • Contribute to clinical governance and clinical operations improvement activities in the Department of Paediatric Surgery • Participate in the collection, analysis, and the reporting of data necessary for quality assurance activities in the Department of Paediatric Surgery. • Organise and participate in teaching, including undergraduate and postgraduate teaching of paediatric surgery trainees, other medical, nursing, Advanced Nurse Practitioners, and paramedical staff • Participate in conference commitments of the department and of the hospital for paediatric surgery • Attend certain compulsory courses, which are relevant to their profession - details of which will be provided by the Clinical Director • To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) under the Consultant's care • Be responsible for the recruitment, supervision, and training of an assigned team of non-consultant hospital doctors, in conjunction with consultant colleagues • Ensure all non-consultant hospital doctors assigned to his/her team attend Hospital Orientation and, where appropriate, departmental orientation • Contribute to the provision of structured training and situational learning opportunities for NCHDs on recognised training programmes and support the clinical and professional development of medical staff in the Department of Paediatric Surgery • Active participation in Paediatric Surgery and hospital educational activities and the development of training and education in emergency care for Children's Health Ireland • Involvement in research activities in the department, as appropriate to a Consultant Paediatric Surgeon post in the hospital

	• Engage in clinical audit activity and provide leadership in multidisciplinary clinical audit in the Department of Paediatric Surgery • Participate in the hospital Casemix programme • Actively engage in Continuing Professional Development and comply with Professional Competence Assurance requirements • Demonstrate a willingness to develop special interest aspects of Paediatric Surgery as appropriate to one's competencies for the Department of Paediatric Surgery and Children's Health Ireland • Ongoing participation in Major Incident Planning for the Department of Paediatric Surgery, Urgent Care Centre(s) and the new children's hospital and the Health Service Executive • Participate in Major Incident and structured Pre-hospital responses outside the hospital as appropriate to one's professional competency and skills in this area, if requested to do so on behalf of the hospital and within the governance of the HSE • Attendance at management and service development meetings at departmental, hospital, regional or national meetings of strategic importance to the department or hospital. This may include participation in other professional and administrative groups as appropriate to the role of a Consultant in Paediatric Surgery • To ensure in consultation with the Clinical Director that appropriate medical cover is available at all times by providing cover of fellow consultants during holiday, sickness and other approved absences • Provide such service commitments and specific duties as detailed in the Health Service Executive letter of approval for this post • Follow the agreed guidance for patient/service user engagement to ensure the voice of the child, young person and family is considered in the development and implementation of the clinical network • Adhere to the Ethical Policies as laid down by the Hospitals • Attend and participate in meetings relevant to the post, e.g. Medical Board and appropriate surgical division

	• Maintain good communication channels with all levels of staff throughout the hospital and assist the Public Relations Officer/Communications Manager in relation to any media requests pertaining to your profession/area • Liaise with the Chief Executive/s, Group Chief Executive, Group Clinical Director, Clinical Director/s, Director of Nursing, Director of Operational Services, Management Team/s, relevant senior Medical and Nursing staff and other staff in all matters pertaining to the general efficiency of Crumlin, Temple Street, Tallaght, Connolly and pending the transfer to the new children's hospital • Perform such other duties appropriate to his/her office as may be assigned to him/her from time to time by the Clinical Director/Chief Executive or their designated officer, of their base hospital, pending the transfer to the new children's hospital *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.*

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<td>Professionalism at CHI</td>
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<td>“Professionalism” at CHI involves forming values and developing behaviours and attitudes which foster professional relationships, promote public trust and enhance patient safety.

Medicine is a profession in which a doctor’s knowledge, clinical skills and judgement are put in service for the benefit of human health. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility and appropriate accountability.

Medical students and doctors should be committed to compassion, effective communication, integrity and honesty, working in partnership with the wider healthcare team/s, advocacy, ethical practice, altruism/selflessness, reflective practice that promotes continuous improvement, evidence based practice, cultural sensitivity and self-care, all culminating in improved child/patient centred service.

These commitments aspire to excellence, professional identity formation and leadership.</td>
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<td>Our Values</td>
<td colspan="2">Our values reflect what we all believe will make the most positive difference to the care we offer and to the way we work with one another.
By ‘living our values’ we will develop our organisation, our people, and continue to improve the quality of the patient experience in everything we do.
The post holder will be expected to embody these values and enable them across the organisation



The children and families in our care are at the centre of everything we do. We are…
○ Accountable for our patients’ safety
○ Great team members</td>
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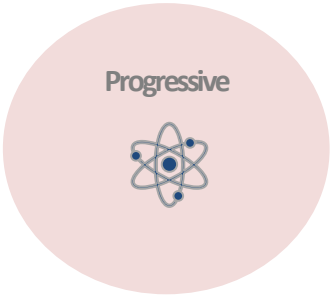
	 **We care about our patients, their families and our colleagues. We are…** ○ Always kind ○ Aware of our impact ○ Leaders in care  **We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are…** ○ Focused on developing our self and others ○ Always seeking to improve ○ Always looking for innovative solutions
Skills, competencies and/or knowledge	**Eligibility Criteria** **Professional Qualifications and Experience** • **<u>Mandatory Professional Qualifications and Experience:</u>** ○ Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of Paediatric Surgery • **<u>Desirable Criteria:</u>** ○ Clinical Fellowship (or equivalent experience) in upper gastrointestinal surgery, hepatobiliary surgery and/or minimally invasive surgery (in a recognised national or international centre) for a minimum of 1 year duration (two years preferable) "The successful interviewee must be registered as a specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland, within 180 days of the day of interview and before taking up appointment. In exceptional circumstances proleptic

appointments may be considered for candidates engaged in relevant training programmes.

The Consultant must, at all times while continuing to hold office, continue to be registered with the Medical Council of Ireland. Documentary evidence of Medical Council Registration is required and must be produced annually to the Medical Administration Department within the Children's Health Ireland.

Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate. Should no suitable candidate exist, a further recruitment process may be initiated".

The above is governed by the Health Service Executive letter of approval for this post

Essential:
Skills / Competencies / Knowledge:

- Significant experience in clinical practice in delivery of acute unscheduled care at both local and national levels
- Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals
- Experience of developing, applying and reviewing an evidence-based approach to decision making
- Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations
- Demonstrate a commitment to fostering partnerships, multi-professional and multi-disciplinary relationships
- Demonstrate a knowledge and undertaking of the current governance structures and anticipated changes with the establishment of the new children's hospital
- Experience in reconfiguring acute services across organisations and regions
- Demonstrate leadership and team management skills including the ability to manage his/her staff and service and work with multi-disciplinary team members
- Experience of operating in complex and challenging environments
- Knowledge of the Irish health sector, national health programmes and health reform agendas
- Strong negotiation and influencing skills
- Effective change management skills
- Excellent communication skills, both verbal and written
- Risk and issue management skills

	• Ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of programme aims • Demonstrate evidence of effective planning and organising skills including awareness of resource management • Have excellent computer skills, competencies, and knowledge of hospital data/ information systems • Demonstrate the ability to provide a level of clinical care required by this post according to the standards set by statutory bodies such as the Irish Medical Council, the Royal College of Surgeons and the Consultants Appointments Unit. • Demonstrate a high level of verbal and non-verbal communication skills to effectively communicate with Patients/Parents, colleagues, hospital management, other hospital staff and stakeholders from other institutions. • Demonstrate leadership and team management skills including the ability to manage his/her staff and service and work with multi-disciplinary team members. • Demonstrate a knowledge and understanding of the current governance structures and anticipated changes with the establishment of a National Paediatric Hospital.
Health & Safety	These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood.

Quality, Risk & Safety Responsibilities	*It is the responsibility of all staff to:*
	• Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety.
	• Participate and cooperate with the Children's Health Ireland; Quality, Risk and Safety initiatives as required.
	• Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to:
	  • National Standards for Safer Better Healthcare
	  • National Standards for the Prevention and Control of Healthcare Associated Infections
	  • HSE Standards and Recommended Practices for Healthcare Records Management
	  • HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD)
	  • Safety audits and other audits specified by the HSE or other regulatory authorities

	• To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation's continuous quality improvement programme. *It is the responsibility of all managers to ensure compliance with regulatory requirements for Quality, Safety and Risk within their area/department.*
Specific Responsibility for Best Practice in Hygiene	Hygiene in healthcare is defined as *"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."* • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • Department heads/ managers have overall responsibility for best practice in hygiene in their area. It is mandatory to attend hand hygiene and sharps awareness workshops yearly
Competition Specific Selection Process	The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential & desirable knowledge, skills and competencies section of this job specification. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process To apply for this position, please send a CV and letter of application. The closing date for submissions of CV's and letter of application is **Friday 11th December 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.** Informal Enquiries can be obtained from: Miss Nicola Brindley, Clinical Specialty Lead for Paediatric Surgery Nicola.brindley@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Specialist Naomi McGrath at naomi.mcgrath@childrenshealthireland.ie
Panel/s	A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across all Children's Health Ireland locations. The tenure of these panels will be indicated at offer stage.
Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/	

The reform programme outlined for the Health Services may impact on the executive remit of this post and as structures change the job description may be reviewed.

This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.

Children's Health Ireland is an equal opportunities employer.