Children's Health Ireland

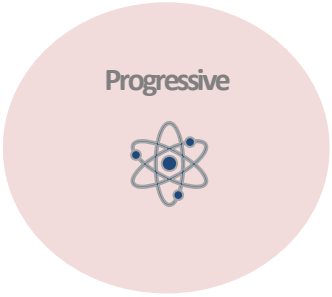
Job Specification and Terms & Conditions

Job Title	Locum Consultant Paediatric Nephrologist
Campaign Reference	106501
Closing Date	Thursday 10th December 2026 at 10am
Hours	Children's Health Ireland are seeking to fill this Locum Consultant Paediatric Nephrology post on full time basis.
Location of Post	Children's Health Ireland (CHI), comprises of the three children's hospitals at **CHI at Crumlin**, Dublin 12, **CHI at Temple Street**, Dublin 1 and **CHI at Tallaght**, Dublin 24 and the Paediatric Outpatients and Urgent Care Centre, **CHI at Connolly Hospital**, Dublin 15. The new OPD and Emergency Care Unit in Tallaght opened in Nov 2021. 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's Hospital. This is an appointment on a public only consultant contract with Children's Health Ireland for 33.5 hours per week and Beaumont Hospital for 3.5 hours pending the establishment of and transfer on establishment to the National Paediatric Hospital.
Context/ Background	Children's Health Ireland (CHI) operates as a single service across the existing Dublin children's hospitals, Crumlin, Temple Street and Tallaght. Also, the paediatric outpatients and urgent care centres, Connolly which opened in July 2019 and 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 specialities 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 purpose built to deliver the best care and treatments that are available for future generations to come. The new children's hospital, which will open in 2026 will bring together the three children's hospitals into a world class building on a campus shared with St James's 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. CHI is leading on the clinical and operational transformation on how children's healthcare will be delivered in the future to deliver 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. 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 Public Only Consultant Contract 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 new Paediatric OPD and Urgent Care Centres. • Clinical colleagues within the cross-city paediatric nephrology department • Clinical Lead for Paediatric Nephrology and Clinical Leads for the other Paediatric and Neonatology Clinical Programme and the Integrated Care Programme for Children • Inter-Disciplinary Teams within the hospitals and at the Paediatric Outpatients and Urgent Care Centre at Connolly

Scope of the Role	The care of children with kidney conditions in Ireland (Paediatric Nephrology) is provided by a split site service based between the Children's University Hospital, Temple Street and Our Lady's Children's Hospital, Crumlin. There are 6 Consultants; 4 Registrars; and 2 Senior House Officers working across the two sites. The Nephro-urology ward in Crumlin has 7 beds and specialises in acute care; complex urological abnormalities; and chronic renal failure managed by peritoneal dialysis. The ward has significant expertise in the management of babies requiring dialysis. The nephrology ward in Temple Street, St Michael's C, has 7 inpatient beds, 2 transplant beds and a 5 bed paediatric haemodialysis unit. St Michael's C specialises in acute care; chronic renal failure managed by peritoneal dialysis; and paediatric haemodialysis. The National Paediatric Transplant Program is based in the Temple Street site.
Purpose of the Role	The newly appointed consultant will integrate with established teams at both TSCUH and OLCHC. This is a locum post, being filled to maintain current service levels. The appointee will deliver general nephrology outpatient clinics at both sites, in addition to integrating into our established specialist nephrology clinics which are run on a collaborative basis (e.g. transplant and dialysis clinics; nephro-urology; specialist nephrology follow up clinics). The appointee will play a full role in delivering inpatient ward rounds; and providing a consultation service at both sites. The appointee will take an active part in the on call rota and work with colleagues to provide comprehensive and seamless cover for paediatric nephrology at a regional and national level.
Principal Duties and Responsibilities	The successful applicant will provide Consultant Paediatric Nephrology services to Temple Street Children's University Hospital and Our Lady's Children's Hospital Crumlin. Responsibilities will include: • Playing a full role in delivering inpatient ward rounds • Delivering general nephrology outpatient clinics at either site, in addition to integrating into established specialist nephrology clinics which are run on a collaborative basis (e.g. transplant and dialysis clinics; nephro-urology; specialist nephrology follow up clinics) • Taking an active part in the on call rota and work with colleagues to provide comprehensive and seamless cover for paediatric nephrology at a regional and national level. • Undertaking rapid assessment low clearance clinics • Provide support for the prioritisation of pre-emptive and live related renal transplant services. • Engage in Continuing Medical Education • Participate in the hospital casemix programme • Participate in paediatric medical and nursing undergraduate the postgraduate teaching in the hospital • Liaise with the Chief Executive, Clinical Director, Director of Nursing and consultant colleagues and others, in both hospitals, in all matters pertaining to the efficient management of the hospital services.

	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.	
Professionalism at CHI		*"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.*
Our Values	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 ○ Passonate about our purpose  **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** **Mandatory:** a) 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 paediatrics And b) Two years postgraduate training and experience in Paediatric Nephrology

"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.

Desirable Criteria:
Clinical fellowship in Paediatric Nephrology, national or international

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 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
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 **10am on Thursday 10th December 2026.** 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 Dr. Clodagh Sweeney, Consultant Paediatric Nephrology, Clodagh.sweeney@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Manager Olivia Adams at Olivia.adams@childrenshealthireland.ie
Panel/s	A panel may be created from which 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.**	