Job Title & Grade	Clinical Nurse Manager 2 – Occupational Health
Campaign Reference #	106568
Closing Date	Sunday the 29th of November 2026 at 23:45pm
Duration of Post	Multiple contracts available (Permanent and temporary posts)
Advertisement Type	External/Internal
Specific T&C's of post	37.5 hours per week standard working week. 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 €62,699 and rising annually in increments: €79,227 LSIS.
Location of post	CHI sites or cross-site cover
Reporting Arrangements	This post will report to the Occupational Health CNM3
Key Working Relationships	The post holder will work closely with: • Occupational Health Colleagues across all CHI sites • Human Resources • Health & Safety • CHI Management *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 Clinical Nurse Manager 2, Occupational Health, has a pivotal role in service planning, co-ordinating, and managing activity and resources within the clinical area. The main responsibilities are delivery of Occupational Health Services based on National Occupational Health Service Standards.

	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**:
	
	Demonstrate depth and breadth of experience in Occupational Health Nursing as relevant to the role.
	
	• The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity.
	• Be Healthcare Worker focussed and approach work with the flexibility and enthusiasm necessary to make this principle a reality for every healthcare worker to the greatest possible degree.
	• Manage Healthcare Workers care to ensure the highest professional standards using an evidence based, care planning approach.
	• Provide a high level of professional and clinical leadership.
	• Be responsible for the co-ordination, assessment, planning, delivery and review of service user care.
	• Provide safe, comprehensive nursing care to service users according to the Code of Professional Conduct as laid down by the Nursing Midwifery Board Ireland, (NMBI) and Professional Clinical Guidelines.
	• Practice nursing according to:
	  ○ Professional Clinical Guidelines
	  ○ National and Area Health Service Executive (HSE) and National Children's Health Ireland (NCHI) guidelines.
	  ○ Local policies, protocols and guidelines
	  ○ Current legislation
	• Manage a caseload in accordance with service demands.
	• Provide pre-employment screening, immunisation under medication protocol authority and health surveillance clinics.
	• Provide Blood Borne virus exposure management based on current evidence-based practice.
	• Carry out assessment of occupational blood & body fluids exposure incidents (OBEs). Provide follow-up care after accidents where appropriate, e.g. OBEs.
	• Make appropriate assessment and use of Universal Standard Precautions in line with HSE policy.
	• With OHS Multidisciplinary involvement, conduct health assessments of healthcare workers to ascertain fitness for work.
	• Provide evidence-based advice on any adaptations that may be required for healthcare workers.
	• Work collaboratively with Infection Prevention and Control Teams.
	• Ensure accurate use of specialist equipment provided within the Occupational Health Department.
	• Undertake health surveillance, health promotion and immunisation programmes relevant to specific workplace risks.

	• Participate in teams / meetings / committees as appropriate, communicating and working in co-operation with other team members. • Facilitate co-ordination, co-operation and liaison across healthcare teams and programmes. • Collaborate with service users and management, when planning future services. • Communicate with the Occupational Health Service multidisciplinary team and relevant others in accordance with service policy. • Ensure that service users and others are treated with dignity and respect. • Maintain nursing records in accordance with legal, organisational and professional standards. • Adhere to and contribute to the development and maintenance of nursing standards, protocols, and guidelines consistent with evidence based, International and national standards of patient care. • Evaluate and manage the implementation of best practice policy and procedures e.g. case management, managing medicines and control and usage of stocks and equipment. • Maintain professional standards in relation to confidentiality, ethics and legislation. • In consultation with the CNM3 and other relevant disciplines, implement and assess quality management programmes. • Participate in clinical audit as required. • Initiate and participate in research studies as appropriate. • Devise and implement Health Promotion Programmes for service users as relevant to the post. • Operate within the scope of practice - seek advice and assistance from their manager with any cases or issues that prove to be beyond the scope of their professional competence in line with principles of best practice and clinical governance. **<u>Health and Safety</u>** • Ensure that effective safety procedures are developed and managed to comply with statutory obligations, in conjunction with relevant staff e.g. health and safety procedures, emergency procedures. • Observe, report and take appropriate action on any matter which may be detrimental to staff and/or service user care or wellbeing / may be inhibiting the efficient provision of care • Adequately identifies, assesses, manages and monitors risk within their area of responsibility. • Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs etc. • Ensure completion of incident / near miss forms / clinical risk reporting. • Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty. • Liaise with other relevant staff e.g. Infection Control team, Microbiology team, Public Health and any other appropriate specialists, authorities where relevant. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections,

	Hygiene Standards etc. and comply with associated NCHI protocols for implementing and maintaining these standards as appropriate to the role. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service **Education and Training** • Engage in continuing professional development by keeping up to date with Occupational Health Nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate. • Participate in the identification, development and delivery of induction, education, training and development programmes relevant to Occupational Health. • Provide support and supportive supervision to junior colleagues. • Supervise and assess nurses in training within the Occupational Health Service (OHS) and foster a clinical learning environment. • Engage in the NCHI performance achievement process in conjunction with your Line Manager and staff as appropriate. **Management** • Exercise authority in the running of the assigned area(s) as deputised by the CNM3. • Provide the necessary supervision, co-ordination and deployment of nursing and support staff to ensure the optimum delivery of care in the designated area(s) • Manage communication at unit level and facilitate team building. • Provide staff leadership and motivation which is conducive to good working relations and work performance. • Promote a culture that values diversity and respect in the workplace. • Formulate, implement and evaluate service plans in co-operation with the wider healthcare team. • Manage all resources efficiently and effectively within the limitation of the OHS. • Lead on practice development within the clinical area. • Lead and implement change and innovation. • Promote, facilitate and participate, in the development of Occupational Health Nursing policies and procedures. Monitor as appropriate and lead on audit and improvement. • Ensure compliance with legal requirements, policies and procedures affecting service users, staff and other hospital matters. • Manage and promote liaisons with internal / external bodies as appropriate. • Actively participate in the Nursing Management structure by 'acting up' when required. • Maintain all necessary clinical and administrative records and reporting arrangements. • Engage in IT developments as they apply to service user and service administration.

	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.		
Specific Requirements / Exposures for this post:	**Includes (tick all that apply):** ☐ Driving ☐ Working at height ☒ Regular VDU work ☐ Night working ☐ Food handling ☐ Working with Ionising radiation ☐ Other (please specify): ☐ None Applicable:	**Exposure to (tick all that apply):** ☐ Noise (>80dBA) ☐ Cytotoxic drugs ☐ Respiratory sensitisers ☐ Vibrating equipment ☐ Other (please specify): ☒ None Applicable:	**Consists of (tick all that apply):** ☐ Contact with patients ☐ Patient moving and handling ☒ Inanimate moving and handling ☐ Exposure Prone Procedures (EPP) ☐ Work in Haemodialysis ☐ Work in confined spaces ☐ Other (please specify): ☐ None Applicable:
Eligibility criteria, qualifications and experience	**<u>Essential Criteria:</u>** • Registered in the General Division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] and hold a qualification relevant to the discipline of Occupational Health OR be currently studying a relevant qualification. **AND** • At least 5 years post registration experience (or an aggregate of 5 years fulltime post registration experience) of which 2 years must be in the specialty or related area of Occupational Health. **AND** • Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative capacity to properly discharge the functions of the role. **AND** • Candidates must demonstrate evidence of continuous professional development. **AND** • Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice.		

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 2 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

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 are 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 CVs and cover letter is **Sunday the 29th of November 2026 at 23:45pm.** 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 Eilish Fairless, CNM3 Occupational Health; eilish.fairless@childrenshealthireland.ie / 01 4096106 or 01 4096034 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 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
Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/	

Sláinte Leanaí Éireann
Children's Health Ireland

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.

Does the post above identified for filling come within the definition of an Exposure Prone Procedure (EPP) Post? (Tick below as appropriate)	
YES ☐	**NO** ☒

Exposure Prone Procedure (EPP) Post

Assessment of Post in line with the 'Integrated Guidance on Health Clearance of Healthcare Workers and the Management of Healthcare Workers Living with Bloodborne Viruses (Hepatitis B, Hepatitis C and HIV, 2025')

Exposure Prone Procedures (EPPs) are defined in the national guidance as: 'invasive procedures where there is potential for direct contact between the skin, usually finger or thumb of the healthcare worker and sharp objects or surgical instruments – such as needles, sharp body parts (for example fractured bones) spicules of bone or teeth – in body cavities or in poorly visualised or confined body sites, including the mouth of the patient'.

All staff hired, transferred or promoted into an EPP post will be required to provide evidence via Occupational Health service of their freedom from infection in line with this national guidance. No appointment will be made in the absence of such evidence. EPP workers with previous EPP clearance prior to November 2025, may require further clearance in line with this updated guidance, so should submit details of previous clearance in line with section 9 of this form. The guidance is available here https://www.hpsc.ie/a-z/bloodbornevirus/

Detailed information on those categories of staff and procedures coming under the scope of the EPP definition is available from the Area Recruitment Unit. If there is any doubt about whether the post you have identified above comes within the definition of an EPP post, expert advice should be sought from the Occupational Health Service.