Job Title & Grade	Academic Manager, General Manager
Campaign Reference	106578
Closing Date	Sunday, 29th November 2026 at 11.45pm
Duration of Post	Permanent
Advertisement Type	External
Specific T&C's of post	**Role is 5/5** 35 hr standard working week Annual Leave: 30 days per annum 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 0041, starting at Point 1 €87,470 and rising annually in increments: €108,804
Location of post	Cross Site and Interinstitutional
Reporting Arrangements	This post will report to the Chief Academic Officer / Head of Paediatric Affairs
Key Working Relationships	The post holder will work closely with: ICHI Directors of Education, Simulation, Research, Partnerships & Impact, CHI Head of Innovation corresponding operational teams in CHI and across the university partnership, various clinical teams, and various CHI leadership teams including ICT, Data, HR, Finance, Corporate Governance and Communications.

	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 will provide strategic leadership in shaping, implementing, and expanding institutional partnerships across academic, research, clinical, corporate, and government for the partnership. This senior role is responsible for advancing the ICHI mission, strengthening key national collaborations, and ensuring that ICHI partnerships deliver accountable and measurable impact for children, families, students, staff, industry, and society. The postholder will be a member of the Extended Leadership Group and will guide a cross-University approach to child health development, ensuring alignment with partners child health strategic plans, research priorities, and educational missions. *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**: **Strategic Partnership Leadership** • Develop and implement a unified partnership strategy that aligns with institutional priorities in education, research, innovation, impact, and external engagement. • Advise the CAO and Senior Leadership Team on strategic opportunities for institutional collaboration in Ireland and globally. • Lead horizon-scanning for emerging partnership opportunities across sectors including health, data science, sustainability, engineering, social sciences, and global development. **Management of Institutional Partnerships**

	• Oversee a portfolio of strategic partners, ensuring governance structures, performance frameworks, and reporting mechanisms are robust and transparent. • Maintain effective high-level relationships with ministries, public-sector agencies, hospitals, international universities, philanthropic foundations, and industry partners. • Ensure that partnership agreements, MOUs, and collaborative frameworks are legally compliant, strategically aligned, and operationally feasible. **Academic, Research & Innovation Collaboration** • Support academic units in developing joint research programmes, co-funded posts, shared infrastructures, and cross-institutional teaching and training initiatives. • Work closely with Research & Innovation to expand collaborative research funding streams (e.g., EU, SFI, Horizon Europe, NIH-equivalent bodies, industry-funded research). • Partner with Innovation teams, and Research Institutes to embed innovation, translation, and impact pathways into partnership activities. **International Engagement** • Strengthen the ICHI profile by identifying world-leading institutions for strategic alliances, exchanges, and mobility pathways. • Support partner's teams in expanding priority-region networks, with emphasis on research-intensive partnerships, graduate pathways, and institutional capacity-building. **Governance & Compliance** • Establish partnership governance forums to ensure accountability, risk management, and alignment with all policies. • Oversee the quality assurance of partnership programmes in accordance with university partner quality frameworks, relevant accreditation standards, statutory requirements, and programme governance processes. • Collaborate with legal, finance, HR, and risk offices to ensure all partnership activity meets compliance standards.

	Leadership & People Management • Develop the Office of the CAO, fostering a culture of service excellence, innovation, and sector-leading professionalism. • Promote an inclusive, diverse work environment consistent with the ICHI values. • Set clear performance targets, workforce plans, and professional development pathways. **External Representation** • Represent the ICHI at senior meetings, policy groups, and sector networks, when appropriate. • Act as a strategic ambassador for the ICHI partnership, articulating institutional strengths and shaping system-level collaborations. • The post holder will be expected to live CHI values and be child-centred, compassionate, progressive and will act with respect, excellence and integrity. *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	Essential Criteria: • Master's degree or equivalent in a relevant field • At least 10 years' experience at senior management level, including leading partnerships across health, higher education, public sector, international or not-for-profit organisations. • Demonstrated success in developing major institutional partnerships with measurable outcomes, including establishing governance structures, steering groups or partnership forums. • Demonstrated experience leading large-scale, multi-stakeholder programmes across multiple locations and disciplines, including programme plans with milestones, interdependencies, risk management and reporting. • Experience applying structured project management methodologies such as PRINCE2 or equivalent. • Extensive experience working and negotiating with senior stakeholders in government, public services, academia and the voluntary sector, including in politically sensitive or high-risk environments. • Demonstrated ability to lead strategic planning in complex organisational or politically sensitive environments. • Experience contributing to national or sectoral policy development, consultation processes, or legislative reform. Desirable Criteria: • Doctoral qualification or equivalent professional portfolio. • Experience in cross-border, interdisciplinary, or multi-sector collaborations. • Knowledge of Irish and EU higher education policy, research funding ecosystems, and governance structures • Experience translating academic and service-level insights into system-level policy recommendations. • Experience securing or managing philanthropic or competitive funding. Key Skills & Competencies: • Strategic leadership with ability to influence at executive and governance levels. • Exceptional relationship management and diplomatic skills. • Understanding of higher education systems, research environments, and industry collaboration cultures. • Strong negotiation and agreement-development abilities. • Outstanding communication, analytical and problem-solving skills.		

	• Ability to manage complexity, navigate diverse stakeholder interests, and deliver results in a matrixed organisation.
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	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, 29th 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: Professor Catherine Quinlan, CAO/HPA, catherine.quinlan@childrenshealthireland.ie For other queries relating to this recruitment process, please contact Talent Acquisition Specialist: Rachel.sheridan@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.

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.