Job Title & Grade	Clinical Nurse Manager 1 - ENT/Airways Specialist
Campaign Reference #	107047
Closing Date	Sunday, 6th of December 2026 at 11:45pm To note, proposed interview date for the role is 14th of December 2026.
Duration of Post	Specified Purpose Contract (Maternity leave Cover)
Advertisement Type	External/internal
Specific T&C's of post	Part-time, 0.52WTE//19.5 hours 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 2127, starting at Point 1 € 57,780 and rising annually in increments: € 68,046 LSIS.
Location of post	CHI at Temple Street pending move to NCHI
Reporting Arrangements	This post will report to the Assistant Director of Nursing CDC Accountable to the Director of Nursing CDC
Key Working Relationships	The post holder will work closely with: • Airways Clinical Nurse Specialists • ENT Clinical Nurse Specialists • ENT Consultants • ENT admin support • Audiology • Patient Flow, Allied Health Professionals and MSW • Co-ordinators for Children with complex needs • Directors and Assistant Directors in Public Health Nursing • Ward managers and CNEF • Ward Nurses • Nursing Administration • CCNE and Higher Level Education providers

	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 ensure safe, effective care for children with complex airway needs- supporting timely inpatient care and early discharge, preventing hospital admissions and co-ordinating care across hospital and community services. The CNS will work closely with Paediatric consultants and multidisciplinary teams to maintain continuity across settings. The CNM 1 will support and provide training to parents, carers, staff, students and other healthcare professionals on airway management, suctioning, emergency procedures and equipment use empowering families and improving patient safety. The CNM 1 will contribute to respiratory clinics, participate in research trials and help build policies, procedures, protocols and guidelines for paediatric airway patients. The CNS will be a key point of contact for families with tracheostomies and will work in collaboration with the respiratory team to advocate for each child's individual needs ensuring, that all clinical requirements are appropriately met, supporting management at home. In carrying out these duties, confidentiality surrounding the child's admission and treatment must be maintained at all times.
Principal Duties and Responsibilities	**Professional Duties and Responsibilities**: • The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. Clinical Focus Direct/Indirect • Act as a central member of a multidisciplinary team, working to provide and promote integrative hospital and community-based services for children that have undergone a tracheostomy or have other airway conditions • Support Surgical Team in theatre as appropriate. • Co-ordinating and chairing discharge planning meetings involving the MDT teams both in hospital and in the community e.g. early intervention teams, regional hospitals • Assess, plan, implement and evaluate care, goal setting and rehabilitation of patients with Airway conditions using the specialist clinical knowledge and clinical skills. • Have an active involvement in early discharge planning for patients who will require airway care at home. Develop discharge checklists for ward areas to ensure a comprehensive, standardised discharge process has been completed. This includes supporting the discharge and community coordinators in applying for home care

	packages as required in conjunction with other relevant staff including other nurse specialists. • Act as a liaison between the Hospital, GP, community care public health nurses, patients and families. • Conduct and participate in OPD clinics both in person and virtually as required • Provide a link between airway patients, their parents and the ENT consultant. • Provide an education program for parents, particularly in preparing their child for the home environment and all necessary home equipment, suctioning, tracheostomy tube changes, trouble-shooting machines as appropriate etc. Develop parental competencies, parent information leaflets and maintain a data base for completed parental education. • Develop competencies, professional guidelines and policies in relation to the patient requiring tracheostomy in conjunction with nurse practice development. • Provide education programmes for staff who work in the acute and community settings involved in the care of a child with a tracheostomy. • Liaises with the Hospital Decontamination Committee. Ensures the decontamination processes within the ENT Department are in line with the National Decontamination standards. • Be available for patient, family for professional consultation and advice until completion of treatment. • Respond to and action referrals from in house and maternity/other hospitals as appropriate and co-ordinate airway appointments for the airway clinics in conjunction with Airway Consultant. • Attend off site multidisciplinary meetings as required. • Give direction to the ENT administration in their role. • Demonstrate knowledge, skill and abilities at an advanced clinical nursing level. • Maintain accurate records including statistical data relevant to all aspects of care. Maintenance of databases as appropriate • Works in collaboration with ENT Consultant and members of the multidisciplinary team internally, nationally and internationally, to develop care pathways, which will ensure that patients receive a high standard of evidence-based care. Patient and Client Advocate • Provide information on support services, counselling, education and telephone advice to families and patients. • Provides training, education and support to staff, families, local hospital, schools and community health professionals nationally. • Respect and maintain the privacy, dignity and confidentiality of the patient, family and/or carer. • Is a source of information for the community –G.P's, Public Health Nurses, Schools and other community institutions and organisations. • Assist with safe transfer of patients to the adult services.

Education and Training

- Provides clinical knowledge concerning the care of the child in the Paediatric ENT/airway arena to nursing staff and health professionals throughout the Hospital.
- Develops educational and training programmes within the ENT department by providing specialist knowledge and skills and being aware of academic developments with the ENT/airways field.
- Train and empower Airway/ENT superusers to assist with training and development of ward staff.
- Collaborates with other nurses and health care professionals from the ENT/airways speciality outside the Hospital, offering support and guidance where necessary.
- Keeps abreast of recent evidence based trends and developments.
- Assist with procurement, trialling new equipment and completing all relevant documentation to attain medical device committee approval.
- Assists with stock management
- Initiates and participates in teaching programmes for staff incorporating recent advances in the area of ENT nursing across site.
- Provides teaching sessions in the clinical area and appropriate student and staff training modules.
- Develops educational material, information hand-outs for staff, parents and children and acts as a resource.
- Maintains own professional development and clinical competency.
- Complies with mandatory training requirements.
- Ensures effective and efficient use of information technology for both patient care and administrative support in a manner which integrates well with systems throughout the organisation.
- Acts as a consultant to patients, families/carers or healthcare professionals internally and externally.

Audit and Research

- Takes part in and contributes to audit programmes as required.
- Participates in audit, presentations and writing for publication.
- Identifies and develops tools to provide on-going audit of current practice.
- Participates in the collection, interpretation and presentation of data and information on the department's activities.
- Produces statistical reports as required, building and maintaining accurate clinical databases for the service.

Management

- Provide effective communication between all members of the multidisciplinary team caregivers and families.

	• Co-ordinates nursing care for patients within the ENT/airways department and in the community • Devise and coordinate discharge planning prior to or soon after hospital admission. Liaison with HSE in regards to home care packages • Liaise with other healthcare professionals both in the hospital and Primary Care settings. • Liaises with early intervention services, learning disability services and schools etc. • Liaises with relevant members of the multidisciplinary team in order to provide a holistic care package while caring for the child as an inpatient and the transition to home. • Co-ordinates regular meetings with the ENT multidisciplinary team to discuss the various aspects of the patients care and needs. • Ensure the provision of a quality service in line with hospital policy, ENT/airway guidelines and other national quality health standards. • Provide written guidelines and information for all relevant staff both in hospital and primary care settings. • Develop policy documents, standards of care and protocols in line with best practice guidelines. • Manage allocated resources effectively and efficiently. Coordinate and advise on the provision of specialist supplies within budgetary constraints. • Initiate and participate in service audit and research. • Be familiar with Hospital Major Disaster Plan and its implementation. • Collaborates with managers, medical, nursing and other health care professionals within the Hospital with regard to specific departmental and Hospital goals and activities related to ENT/airways. • Promotes open communication, healthy working relationships and shows initiative among the nursing team. • Reports accidents/incidents, and complaints and ensures that risk management forms are completed. • Be knowledgeable in the structure of careful handling of all equipment used and to be aware of the need to and report faulty equipment. • Ensures a safe environment for staff and patients. • Continue to build a strong working relationship with our cross site ENT Team until united in the NCHI. *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.*

Eligibility criteria, qualifications and experience	**<u>Essential Criteria:</u>** **Each candidate must, at the latest date for receipt of completed applications for the post possess:** **1. Professional Qualifications & Experience** Be a registered 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 the Childrens 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 ENT Nursing; **AND** Candidates must demonstrate evidence of Continuing Professional Development. **AND** Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice. **2. Annual registration** Practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann). **And** Confirm annual registration with NMBI to the HSE. **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.
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 1 you will promote 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 and participate in education and training, promote innovation and research to enhance patient family and staff experience.
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 **Sunday, 6th of December 2026 at 11:45pm.** **To note**, proposed interview date for the role is **14th of 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.** For informal enquiries for this specialty/department, please contact Fiona O'Riordan CNM3 fionaoriordan@childrenshealthireland.ie 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, 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.

	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: • 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.