Job Title & Grade	Clinical Nurse Education Facilitator - OPD
Campaign Reference #	107082
Closing Date	Thursday, 10th of December 2026 at 11:45pm
Duration of Post	Permanent Contract
Advertisement Type	Internal/External
Specific T&C's of post	37.5 standard working week/ 5/5 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	This is a cross-site Outpatient Department (OPD) position based across both CHI at Crumlin and CHI at Temple Street, providing clinical education and professional development support to nursing staff within CHI outpatient services. The post holder will be required to work across CHI locations in line with service needs and educational priorities, ensuring the delivery of consistent, high-quality clinical education and support. Following implementation, the post will be mapped in accordance with the New Children's Hospital Ireland (NCHI) organisational structure.
Reporting Arrangements	This post will report to the • CNM3 OPD • Assistant Director of Nursing • Director of Nursing
Key Working Relationships	The post holder will work closely with: • ADON • CNM3, CNM2 within the Outpatients Department. • Nursing Staff and student nurses within OPD. • CNEF, CNM and CNS colleagues • Practice development and CCNE • Clinical Nurse Specialists and Advanced Nurse Practitioners supporting Outpatients services. • Multidisciplinary teams across the range of Paediatric specialities attending OPD. • Consultants & NCHDs • Administrative and support staff within OPD

	• Auxiliary Staff *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 holder, Clinical Nurse Education Facilitator (CNEF), will work as part of the Outpatients Department team to manage the clinical educational needs of staff and students within Crumlin &Temple Street OPD. The CNEF is based primarily in clinical practice, supernumerary to the clinical nursing team, to focus solely on the educational and clinical support needs of nursing staff within the Outpatients Department. The CNEF has a pivotal role in fostering an atmosphere conducive to learning and coordinating and managing education in their assigned clinical area, ensuring the provision of a quality clinical learning environment. The CNEF will support nursing staff across the range of specialties and clinical services provided within OPD, recognising the diversity of knowledge, skills and competencies required to safely care for children and young people attending outpatient services. The CNEF works in liaison with the Clinical Nurse Managers, Department of Nurse Education and Nurse Practice Development Department, etc., in order to provide a coordinated hospital-wide approach to clinical nurse education and the development of clinical practice. This is supported by maintaining confidentiality and governance while delivering child- and family-centred care 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. **<u>Educational / Professional Development</u>** • Design, implement and update staff & student nurse orientation and information packages and clinical induction programmes appropriate for clinical area • Ensure that learning opportunities, objectives and outcomes appropriate for assigned clinical practice area are available and revised as necessary • In consultation with the Clinical Nurse Manager/s develop professional development for individual staff / student nurses by assessing and identifying teaching and development needs through observation of the nurse in practice and assisting the nurse to identify his / her own learning needs • Keep individual staff / students informed of their progress and encourage feedback. Recognize strengths, weaknesses and the potential need for further clinical training and experience • Promote on-going education for all staff, advise, encourage and facilitate all staff to achieve their full potential

- Teach and demonstrate clinical skills, encourage staff / students' nurses to analyze information, interpret patients' conditions and develop clinical decision-making skills
- Supervision, teaching, assessment and continuous on-going feedback are incorporated within the role
- Co-ordinate a link nurse / mentorship / preceptorship system to ensure adequate clinical support
- Provide lectures on in-service study days and to higher diploma / seconded students where appropriate
- In conjunction with the Clinical Nurse Manager/s facilitate the organization of attendance at mandatory in-service study days
- Assume responsibility for own self-development, continued education and clinical credibility
- Maintain up to date knowledge by keeping abreast of development in nursing practice, literature and research
- Discuss present performance and future needs during appraisal with Assistant Director of Nursing / Clinical Nurse Manager 3

Clinical Practice

- Facilitate the ongoing development of clinical nursing practice within the Outpatients Department.
- Demonstrate and share clinical expertise and knowledge and promote excellence in clinical practice.
- Work alongside staff/students in assessing, planning, implementing and evaluating patient care within the outpatient setting.
- Act as an effective role model by demonstrating skilled clinical nursing care.
- Facilitate staff/students to inter-link theory with practice.
- Encourage all nurses to act as resources to each other, to contribute to teaching and learning and to the development of clinical nursing practice within OPD.
- Provide support and guidance to all staff where appropriate and support staff with their teaching and assessing role.
- Provide high-quality care within a safe and supportive environment.
- Support nursing staff in developing and maintaining competencies relevant to the diverse range of children, young people, specialties, clinics, procedures and care pathways within OPD.
- Promote consistency and standardisation of evidence-based nursing practice across outpatient clinical areas where appropriate.
- Support nursing staff in recognising clinical deterioration and ensuring appropriate escalation of care within the outpatient environment.
- To refer to other Health Care Professionals as required.
- Refer to appropriate services as required.
- Develop policy documents, standards of care and protocols in line with best practice guidelines.

	Managerial • Provide high level of professional / clinical leadership • Demonstrate forward thinking and embrace, lead, facilitate and implement change • Participate in staff appraisal, discuss individual staff progress with Clinical Nurse Managers as necessary and advise on next stage of development and level of responsibility that might safely be assigned • Use educational strategies to recruit, retain and motivate staff • Contribute to formulation, development and implementation of policies and procedures at local and hospital level • Become involved in hospital committees as appropriate (Nurse Practice, Education & Training, Drugs & Therapeutics, etc.) • Provide career and academic guidance when appropriate • Establish a system to maintain appropriate records of education carried out and forward 6 monthly reports to Director of Nursing • Work with OPD nursing management to identify education and training priorities for the department and develop appropriate education plans in response to identified needs. • Support the implementation of service developments, new models of care and changes in clinical practice within OPD through appropriate education, competency development and clinical support. • Provide an environment of mutual respect, partnership, support and trust • Communicate efficiently and effectively and facilitate communications across the multidisciplinary team • Facilitate team building and become competent in dealing with interpersonal / professional conflict • Represent the views of others by acting as an advocate for staff, students, children and parents **Research / Information Technology** • Prepare nurses to think critically, to be research-minded, to take increased responsibility for their own learning and to have a positive attitude to continued education. • Keep up to date with current relevant research to ensure evidence-based practice and research utilisation within clinical practice. • Disseminate this knowledge and enable the implementation of evidence into practice in order to provide up-to-date evidence-based care. • Contribute to nursing research relevant to the area of practice. • Audit current nursing practices, set standards and evaluate improvements. • Use findings from OPD clinical audit, quality improvement initiatives and identified learning needs to inform education and professional development programmes. • Support nursing staff to participate in audit and quality improvement initiatives relevant to outpatient nursing practice. • Provide activity reports as requested.

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- Facilitate Audit & Research.

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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<tr><td>Core Behaviours and our Chosen Culture in CHI</td><td>

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.

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<tr><td>Digital Health</td><td>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</td></tr>
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	discharge and onwards to the General Practitioner, Public Health Nurse and the Community services. As the CNEF 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.
Eligibility criteria, qualifications and experience	**Essential Criteria:** • Candidates must be registered in the Children's division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann); • Five years post registration experience in nursing, three of which must be recent experience within Children's nursing. • Previous experience in teaching/mentoring staff nurses and students. **Desirable Criteria:** • Previous experience within Paediatric outpatient, ambulatory or relevant clinical services • Previous experience in audit particularly in relation to documentation • Recognised teaching Course
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 Thursday, 10th of December 2026 by 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 Sonja Fitzpatrick, ADON at sonja.fitzpatrick@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** • 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.