

**Clinical Nurse Education Facilitator – CNM2 Grade
Emergency Department in CHI Crumlin**

Job Title & Grade	Clinical Nurse Education Facilitator (CNM2 Grade) - Emergency Department
Campaign Reference #	83084
Closing Date	Friday 8 th August 2025 at 11:45pm
Duration of Post	Specified Purpose Contract
Specific T&C's of post	<p>0.8 WTE – 30 hours per week</p> <p>25 – 28 days per annum</p> <p>Remuneration is in accordance with the salary scale approved by the Department of Health: Current salary scale with effect from 1st March 2025: Grade, Code 2119, starting at Point 1 €60,854 and rising annually in increments: €76,897 LSIS.</p>
Location of post	Emergency Department @ CHI Crumlin.
Reporting Arrangements	<p>This post will report to the</p> <ul style="list-style-type: none"> ● Clinical Nurse Manager III in the Emergency Department ● Assistant Director of Nursing ● Work closely with the CNM2 – Shift Leader ● Work closely with the Emergency Department team
Key Working Relationships	<p>The Clinical Nurse Education Facilitator (CNEF) is based primarily in clinical practice, supernumerary to the clinical nursing team, to focus solely on the department / unit educational and support needs of nursing staff. The CNEF has a pivotal role in fostering an atmosphere conducive to learning and coordinating and managing education in his / her assigned clinical area, ensuring the provision of a quality clinical learning environment. The CNEF will work in liaison with the Clinical Nurse Managers, Department of Nurse Education and Nurse Practice Development Department in order to provide a coordinated hospital wide approach to clinical nurse education and the development of clinical practice in the Emergency department.</p> <p><i>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.</i></p>

Purpose of the Role	<p>The post holder will work as part of the department team to manage the clinical educational needs within the Emergency Department in CHI at Crumlin.</p>
Principal Duties and Responsibilities	<p>Professional Duties and Responsibilities:</p> <ul style="list-style-type: none"> • The post holder will be expected to live CHI values and be child-centered, compassionate, progressive and will act with respect, excellence and integrity. • 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. Recognise 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 analyse 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/foundation programme/seconded students where appropriate. • Is actively involved in and liaises with the relevant staff for the Graduate Diploma in Nursing (Paediatric Emergency Nursing) and the Foundation Programme. • In conjunction with the Clinical Nurse Manager/s facilitate the organisation of attendance at mandatory in-service study days

	<ul style="list-style-type: none"> • 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 • Active enrolment in foundation programme / post-graduate programme offered within clinical area. • Liaise with SALO/CPC/HEIs to co-ordinate and facilitate undergraduate and postgraduate placements <p>Clinical Practice:</p> <ul style="list-style-type: none"> • Facilitate the on-going development of clinical nursing practice in clinical areas. • Demonstrate and share clinical expertise and knowledge and promote excellence in clinical practice. • Work alongside staff / students with assigned caseloads in assessing, planning, implementing, and evaluating patient care. • Act as 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 the development of clinical nursing practice within the department / unit • 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 & supportive 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. <p>Managerial:</p> <ul style="list-style-type: none"> • Provide high level of professional / clinical leadership. • Demonstrate forward thinking and embrace, lead, facilitate and implement change.
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	<ul style="list-style-type: none"> • 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 and cross-city 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. • 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. <p>Research / Information Technology:</p> <ul style="list-style-type: none"> • 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 utilization 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. • Provide activity reports as requested. • Facilitate Audit & Research
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<p>Eligibility criteria, qualifications and experience</p>	<p><u>Essential Criteria:</u></p> <ul style="list-style-type: none"> • Have at least of 5 years post registration experience and of which 3 must be within the Department of Emergency Medicine • Post graduate Diploma in Paediatric Emergency Nursing or willingness to undertake same • Demonstrate evidence of continuing professional development at the appropriate level • Be registered on the Children's Division on the live register of nurses & midwives maintained by the Nursing and Midwifery Board of Ireland. <p><u>Desirable Criteria:</u></p> <ul style="list-style-type: none"> • Master's degree in Education or willingness to undertake the same. • Be an APLS Instructor
<p>Competition Specific Selection Process</p> <p>How to Apply & Informal Enquiries</p>	<p>Applications for this post <u>must be accompanied by a cover letter</u>, setting out relevant experience that illustrates how the essential criteria listed above is met.</p> <p>The criterion for short listing is based on the requirements of the post, as outlined in the eligibility criteria.</p> <p>* 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.</p> <p>The closing date for submissions of CV's and cover letter is Friday 8th August 2025 by 11:45pm. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'.</p> <p>Applications will not be accepted through direct email or any other method.</p> <p>Anne Marie Dowling (ADON), annemarie.dowling@childrenshealthireland.ie Telephone 0873335658 or Amanda McDonnell (CNM3 ED Crumlin) Amanda.mcdonnell@childrenshealthireland.ie phone: 014096327</p> <p>For other queries relating to this recruitment process, please contact Olivia Adams, Talent Acquisition Specialist at olivia.adams@childrenshealthireland.ie</p> <p>PLEASE NOTE:</p> <p>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</p>



	<p>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.</p> <p>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.</p> <p>Below, you'll find the list of commencement dates for 2025.</p> <ul style="list-style-type: none">• October 13th• November 10th• December 15th
<p>Information on “Non-European Economic Area Applicants” is available from https://dbei.gov.ie/en/</p>	
<p>The programme outlined for Children’s Health Ireland may impact on this role and as structures change the job description may be reviewed.</p> <p>Children’s Health Ireland is an equal opportunities employer.</p>	