



**Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist -
Ultrasonography
DML-06-26-218
HSE Dublin and Midlands
Job Specification & Terms and Conditions**

Job Title and Grade Code	Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography (Iarrthóir ar Speisialtóir Altra Cliniciúil / Iarrthóir ar Speisialtóir Cnáimhseachais Cliniciúil – Ultrafhuaim) <i>Grade Codes: 2697 Candidate Clinical Nurse Specialist 2700 Candidate Clinical Midwife Specialist</i>
Remuneration	The salary scale for the post as of 01/06/2026 is: €57,780 - €58,828 - €60,306 - €61,810 - €63,305 - €64,809 - €66,484 - €68,046 New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign Reference	DML-06-26-218
Closing Date	12 noon on Thursday the 23rd of July 2026
Proposed Interview Date(s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Organisational Area	HSE Dublin and Midlands (DML)
Location of Post	Individual hospital sites will be indicated at expression of interest stage to panel members for each individual vacancy available. The hospital sites include: • Midland Regional Hospital Portlaoise, Co. Laois (Ospidéal Réigniúnach Lár Tíre Port Laoise, Co. Laoise). • Midland Regional Hospital Tullamore, Co. Offaly (Ospidéal Réigniúnach Lár na Tíre Tulach Mhór, Co. Uíbh Fhailí). • Regional Hospital Mullingar, Co. Westmeath (Ospidéal Réigniúnach an Mhuileann gCearr, Co. na hIarmhí). • Naas General Hospital, Co. Kildare (Ospidéal Ginearálta an Náis, Co. Chill Dara). A panel may be formed as a result of this campaign for a Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist - Ultrasonography from which current and future, permanent and specified purpose vacancies of full-time or part-time duration may be filled.
Informal Enquiries	For further information about the role, please contact:



	Ita Kinsella Director of Midwifery Midland Regional Hospital Portlaoise Email: ita.kinsella@hse.ie Tel: 087 103 7126 Maureen Reviles, Director of Midwifery, HSE HSE Regional Hospital Mullingar Mullingar Co Westmeath N91 NA43 Tel: 044 93 94325/ 0873656180 Email maureen.reviles1@hse.ie
HR Point of Contact	The HSE Dublin and Midlands is committed to providing information and services which are accessible to all, if you require accessibility assistance throughout any stage of the recruitment process, please contact: Shahin Roomy HR Recruitment Officer HSE Dublin and Midlands Email: Shahin.Roomy@hse.ie
Details of Service	The HSE Dublin and Midlands serves a population of circa 1,077,639 providing health and social care services to communities living within Dublin West, Dublin South-West, Dublin South City, Laois, Longford, Offaly, Kildare, West Wicklow and Westmeath. Currently, approximately 30k staff work within the HSE Dublin and Midlands Region providing key health and social care services with a budget of €3 billion. The region has four Integrated Health Areas, serving a population of around 300,000 and take account of local geographies, population size, needs and services. The IHA areas are HSE Dublin South City and West, HSE Dublin South-West, HSE Kildare and West Wicklow and HSE Midlands and the Integrated Healthcare Managers are in post since October 2024. IHAs bring together both acute and community services as well as other non-HSE providers and are crucial to supporting and enabling integrated care. Within the four Integrated Health Areas there are nine acute hospitals (model 4s and 3s, mix of statutory and voluntary providers) delivering a full range of acute hospital, women and children's services, in addition to specialised radiation and oncology care. There are also six integrated care hubs / CSTs and twenty Community Health Networks who together will serve the population health needs of our area. The reform programme for the HSE Dublin and Midlands provides an opportunity to shape the future of health and social care in a rapidly changing environment and to continue to implement safer better health care through integrated services. Health Regions will be the primary service co-ordination and delivery units for the vast majority of health and social care services provided across Ireland. They will provide the governance and organisational arrangements to enable planning, management and delivery of care for people and for communities across their region.
Reporting Relationship	The professional reporting relationship is to the relevant Nursing / Midwifery Line Manager. The clinical reporting relationship is to the senior clinical decision maker who has responsibility for the service / service user.
Key Working Relationships	The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will work collaboratively with a range of internal and external stakeholders including:

	• Director / Assistant Director of Nursing / Midwifery / Line Manager. • CNS / CMSs, RANP / RAMPs and other nursing grades. • Multi-disciplinary team colleagues and other key stakeholders within services including National Clinical and Integrated Care Programmes. • Service users / families and / or carers. • Nursing and Midwifery Board of Ireland. • Educational Bodies. • Nursing and Midwifery Planning and Development Units. • Centres of Nursing and Midwifery Education. • National Clinical Leadership Centre. • Other relevant statutory and non-statutory organisations.
Purpose of the Post	To provide foetal assessment / ultrasonography services to women. The successful candidate will work as a key member of the multi-disciplinary team providing a woman-centred quality service to patients. This specialist practice will encompass a major clinical focus which comprises assessment, planning, delivery and evaluation of care given to patients and their partners / families. The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will deliver care in line with five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse / Midwife Specialist Posts, 4th Edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008. The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will focus initially on the following service user groups: - pregnant women and / or women with gynaecology problems. The concepts are: • Clinical focus (direct and indirect Care). • Service user / client advocacy. • Education and training. • Audit and research. • Consultancy (including leadership in clinical practice).
Principal Duties and Responsibilities	<u>Clinical Focus</u> <i>The (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist - Ultrasonography will be supported to:</i> • Develop a strong service user focus whereby the specialty defines itself as nursing / midwifery and subscribes to the overall purpose, functions and ethical standards of nursing / midwifery. • The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the service user, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.

Direct Care

The (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist – Ultrasonography will:

- Provide a specialist nursing/midwifery service for service users with a diagnosis of pregnancy who require support and treatment through the continuum of care.
- Undertake comprehensive service user assessment to include physical, psychological, social and spiritual elements of care using best evidence based practice in relation to ultrasonography and foetal assessment.
- Use the outcomes of nursing/midwifery assessment to develop and implement plans of care/service user group management to contribute to the plans of service users, their families/carers and the MDT.
- Monitor and evaluate the service user's response to treatment and amend the plan of care accordingly in collaboration with the MDT and service user, family and/or carer as appropriate.
- Make alterations in the management of service user condition in collaboration with the MDT and the service user in line with the nursing/midwifery aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG's).
- Accept appropriate referrals from MDT colleagues.
- Co-ordinate investigations, treatment therapies and service user follow-up.
- Communicate with service users, family and/or carer as appropriate, to assess service user needs and provide relevant support, information, education, advice and counselling as required.
- Where appropriate, work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the service user, family and/or carer as appropriate.
- Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management.
- Identify and promote specific symptom management strategies as well as the identification of triggers, which may cause exacerbation of symptoms. Provide service user with appropriate self-management strategies and escalation pathways.
- Manage nurse/midwife led early pregnancy clinics in collaboration with the MDT.
- Identify health promotion priorities for the service user, family and/or carer and support service user self-care in line with best evidence. This will include the provision of educational and health promotion material which is comprehensive, easy to understand and meets service user's needs.

Indirect Care

The (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist – Ultrasonography will:

- Identify and agree appropriate referral pathways for service users utilising EPAU for ultrasonography care.

- Participate in service user case reviews with MDT colleagues.
- Use a case management approach to service user complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate.
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to Ultrasonography in Obstetrics/Gynaecology.
- Take a lead role in ensuring the nursing/midwifery service for service users with a diagnosis of pregnancy or pregnancy complications, is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012).

Service User / Client Advocate

The (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist – Ultrasonography will:

- Communicate, negotiate and represent service user, family and/or carer values and decisions in relation to their condition to MDT colleagues in both Primary and Secondary Care as appropriate.
- Develop and support the concept of advocacy, particularly in relation to service user participation in decision making, thereby enabling informed choice of treatment options.
- Respect and maintain the privacy, dignity and confidentiality of the service user, family and/or carers.
- Establish, maintain and improve procedures for nursing / midwifery collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate.
- Proactively challenge any interaction, nursing / midwifery or otherwise, which fails to deliver a good quality service to service user.

Education and Training

The (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist – Ultrasonography will:

- Maintain clinical competence in service user management within obstetric ultrasonography, nursing/midwifery, keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Provide the service user, family and / or carer with appropriate information, education and other supportive interventions to increase their knowledge, skill and confidence and autonomy in managing their assessment of maternal / fetal wellbeing.
- Contribute to the design, development and implementation of education programmes and resources for the service user, family and/or carer in relation to ultrasonography/complications of early pregnancy, to enable them to manage their own condition.
- Provide mentorship and preceptorship for nursing/midwifery colleagues as appropriate.
- Participate in training programmes for nursing/midwifery, MDT colleagues and key stakeholders as appropriate.
- Create exchange of learning opportunities within the MDT in relation to evidence-based care in ultrasonography and early pregnancy complications care delivery, through journal clubs, conferences etc.

- Develop and maintain links with Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of nursing / midwifery educational programmes in ultrasonography/complications of early pregnancy.
- In tandem with the line management structure, be responsible for addressing own continuing professional development (CPD) needs to maintain competencies required for the role.
- Use agreed protected time for research, education and professional development.
- With the line manager, use the Professional Development Planning Framework for Nurses and Midwives to plan and self-assess additional CPD needs.

Audit and Research

The (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist – Ultrasonography will:

- Establish and maintain a register of service user with diagnosis of fetal abnormalities within the CNS / CMS Caseload.
- Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPI's) as directed and advised by the DoN/M/Services in conjunction with the senior clinical decision maker.
- Identify, initiate and conduct nursing/midwifery audit and research relevant to the area of practice and take part in MDT audit and research.
- Identify, critically analyse, disseminate and integrate into practice, best evidence relating to care in fetal assessment / ultrasonography.
- Contribute to nursing/midwifery research in all aspects of fetal assessment and ultrasound.
- Use the outcomes of audit to improve nursing/midwifery service provision and advocate, when appropriate, for improvement of non-nursing/midwifery services.
- Contribute to service planning and budgetary processes through use of audit data and specialist knowledge.
- Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence based nursing / midwifery practice.

Audit Expected Outcomes Including:

- Collate data (insert agreed KPIs/clinical targets) which will provide evidence of the effectiveness of the CNS/CMS interventions. Refer to National KPIs associated with the specialty. KPI's should have a clinical nursing/midwifery focus as well as a breakdown of activity - patients seen and treated.
- Evaluate nursing/midwifery audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care).

Consultant (Including Leadership in Clinical Practice)

The (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist – Ultrasonography:

- Understand leadership in clinical practice with the aim of acting as a resource and role model for nursing/midwifery care in fetal assessment/ultrasound services.
- Contribute the expanding nursing/midwifery knowledge/expertise to the development of clinical standards and guidelines and support implementation.
- Use growing specialist knowledge to support and enhance—own nursing/midwifery practice and practice of colleagues.
- Develop collaborative working relationships with local CNS/CMS's, Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, contributing to person centred care pathways to promote the integrated model of care delivery.
- With the support of the DoN/M/line manager, attend integrated care planning meetings as required.
- Where appropriate, develop and maintain relationships with specialist services in voluntary organisations which support service users in the community.
- Liaise with other health service providers in the development and on-going delivery of the National Clinical and Integrated Programme model of care.
- Network with other CNS/CMS's in Fetal medicine/Ultrasonography and in related clinical and professional areas of practice.

Health and Safety

These duties must be performed in accordance with local organisational and the HSE health and safety policies. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with the local policy documents and as set out in the local safety statement, which must be read and understood.

- 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 HSE protocols for implementing and maintaining these standards as appropriate to the role.
- To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Quality, Risk and Safety Responsibilities

It is the responsibility of all staff to:

- Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety.
- Participate and cooperate with local quality, risk and safety initiatives as required.

- Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
- Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health and Safety Audits and other audits specified by the HSE or other regulatory authority.
- Initiate, support and implement nursing/midwifery quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirement.
- Contribute specialist expertise to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards.
- Comply with Health Service Executive (HSE) Complaints Policy.
- Respond immediately and appropriately to ensure the safety of any service user that you are aware has been put at risk.
- Ensure completion of incident/near miss forms and clinical risk reporting.
- Adhere to department policies in relation to the care and safety of any equipment supplied and used to carry out the responsibilities of the CNS/CMS in pregnancy/ultrasonography.

Specific Responsibility for Best Practice in Hygiene

Hygiene is defined as: "The practice that serves to keep people and environments clean and prevent infection. It involves the study of preserving one's health, preventing the spread of disease, and recognising, evaluating and controlling health hazards. In the healthcare setting it incorporates the following key areas: environment and facilities, hand hygiene, catering, management of laundry, waste and sharps, and equipment "(HIQA, 2008; P2).

It is the responsibility of all staff to ensure compliance with local organisational hygiene standards, guidelines and practices.

Management / Administration

- Provide an efficient, effective and high quality nursing/midwifery service, respecting the needs of each service user, family and/or carer.
- Effectively manage time and caseload in order to meet changing and developing service needs.
- Continually monitor the nursing/midwifery service to ensure it reflects current service user and organisational needs.
- Implement and manage identified changes.
- Ensure that confidentiality in relation to service user records is maintained.
- Understand the need to represent the specialist nursing/midwifery service at local, national and international fora as required.
- Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of nursing/midwifery specialist care and ensure that this service is in line with HSE requirements.

	Contribute to the service planning process as appropriate and as directed by the Director of Nursing/Midwifery/Line Manager. To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. The above Job Description 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 / or Experience	<u>1. Statutory Registration, Professional Qualifications, Experience, etc</u> (a) Eligible applicants will be those who on the closing date for the competition: - (i) Be a registered nurse / midwife on the active Register of Nurses & Midwives held by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered. <u>AND</u> (ii) Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered. <u>OR</u> In exceptional circumstances, which will be assessed on a case by case basis be registered in another division of the Register of Nurses & Midwives. <u>AND</u> (iii) 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. <u>AND</u> (iv) Have a minimum of 1 years' experience or an aggregate of 1 years' full-time experience in the specialist area of Ultrasonography. <u>OR</u> If the applicant does not possess the relevant specialist experience, they will be supported to attain one year's clinical specialist experience. <u>AND</u> (v) Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level

9 or higher award that is relevant to the specialist area of care (equivalent to 60 ECTS or above), that is relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008).

Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard (60 ECTS or above), relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). For **Obstetric Ultrasound** of care prior to application* (**See Note 1 below**).

OR

If the applicant does not possess the relevant QQI NFQ Level 9 qualification, the applicant will be supported to undertake the required postgraduate education, at QQI NFQ level 9 qualification (equivalent to 60 ECTS or above) relevant to the specialist area.

AND

- (vi) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD.

AND

- (vii) Have the ability to practice safely and effectively fulfilling his / her professional responsibility within his / her scope of practice.

***Note 1:**

For Nurses / Midwives who express an interest in CNS / CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. The clinical experience requirements for this cohort of nurses / midwives remain consistent with the DoH (2019) policy, i.e. a minimum of 1 years' experience in practice and a minimum of 1 years' experience in the specialist area and they could be supported to progress on a candidate CNS / CMS Pathway.

All of the above must be achieved within 2 years of this pathway.

AND

- (b) Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, leadership, managerial and administrative capacity for the proper discharge of the duties of the office.

2. Annual Registration

- (i) Practitioners must maintain live annual registration on the appropriate / relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role.

AND

	(ii) Practitioners must confirm annual registration with NMBI to the HSE by way of the annual Service User Safety Assurance Certificate (PSAC). <i>Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by Bord Altranaís agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) by way of the Service User Safety Assurance Certificate (PSAC).</i> <u>3. Health</u> 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. <u>4. Character</u> Candidates for and any person holding the office must be of good character.
Post Specific Requirements	• Demonstrate depth and breadth of Nursing / Midwifery experience in the specialist area of Obstetric Ultrasound and Gynaecology, as relevant to the role. • Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate. • Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Ionising Radiation Certificate. • Formally apply for entry onto the Interim ONMS Clinical Nurse Specialist / Clinical Midwife Specialist database (until the database is transferred to its permanent location).
Additional Eligibility Requirements	<u>Citizenship Requirements</u> Eligible candidates must be: (i) EEA, Swiss or British citizens. <u>OR</u> (ii) Non-European Economic Area citizens with permission to reside and work in the State. <i>Read Appendix 2 of the Additional Campaign Information document for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status.</i> To qualify candidates must be eligible by the closing date of the campaign.
Skills, Competencies and / or Knowledge	<u>Professional Knowledge & Experience</u> <i>The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will demonstrate:</i> • Practice in accordance with relevant legislation and with the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2025). • Maintain a high standard of professional behaviour and be professionally accountable for actions / omissions. Take measures to

	continuously develop and maintain the competences required for specialist practice. • Adhere to the Nursing & Midwifery values of Care, Compassion and Commitment (DoH, 2016). • Adhere to national, regional and local HSE PPPGs. • Demonstrate practitioner competence and professionalism as it related to Candidate CNS / Candidate CMS. • Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical/specialist area. • Demonstrate the ability to relate nursing research to nursing practice. • Demonstrate an awareness of HR policies and procedures including disciplinary procedures. • Demonstrate an awareness of relevant legislation and policy. e.g., health and safety, infection control etc. • Demonstrate a commitment to continuing professional development. • Demonstrate a willingness to develop IT skills relevant to the role. • An in-depth knowledge of the role of the CNS / CMS Obstetric Ultrasound. • In-depth knowledge of the pathophysiology of maternal/fetal assessment and wellbeing. • The ability to undertake a comprehensive assessment of the patient with including taking an accurate history of their pregnancy, past Obstetric/Medical history and presenting problem. • The ability to employ appropriate diagnostic interventions including: dating scanning, foetal growth, foetal abnormalities, to support clinical decision making and the patients' self- management planning. • The ability to formulate a plan of care based on findings and evidence based standards of care and practice guidelines. • The ability to follow up and evaluate a plan of care. • Knowledge of health promotion principles / coaching / self-management strategies that will enable service user / client to take greater control over decisions and actions that affect their health and wellbeing. • An understanding of the principles of clinical governance and risk management as they apply directly to the CNS / CMS role and the wider health service. • Evidence of teaching in the clinical area. • A working knowledge of audit and research processes. • Evidence of computer skills including use of Microsoft Word, Excel, E- mail, PowerPoint. <u>Organisation & Management Skills</u> <i>The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will demonstrate:</i> • Evidence of effective organisational skills including awareness of appropriate resource management and the importance of value for money.
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- Ability to plan and organise effectively.
- Ability to attain designated nursing / midwifery service targets, manage deadlines and multiple activities.
- Ability to work autonomously.
- A willingness to be flexible in response to changing local / organisational requirements.

Building & Maintaining Relationships Including Team and Leadership Skills

The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will demonstrate:

- The ability to work on own initiative as well as the ability to build and maintain relationships with MDT colleagues.
- With the required support, demonstrate leadership in clinical practice.
- A knowledge of change management and team management skills.
- Adopts a collaborative approach to patient care by co-ordination of care / interventions and interdisciplinary team working.

Commitment to Providing a Quality Service

The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will demonstrate:

- Awareness and respect for service users and family / carers' views in relation to their care.
- A strong commitment to providing quality improvement programmes.
- The ability to conduct audits.
- Demonstrates integrity and ethical stance.
- Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change.

Analysing & Decision Making

The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will demonstrate:

- Adopts an overview of complex problems before generating solutions and anticipates implications.
- Effective analytical, problem solving and evidenced-based decision making skill.
- Uses a range of information sources and knows how to access relevant information to address issues.

Communication & Interpersonal Skills

The Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist – Ultrasonography will demonstrate:

- Emotionally intelligent communication skills.
- Ability to build and maintain relationships particularly in the context of personal and team relationships.

	• Ability to present information in a clear and concise manner. • Ability to provide constructive feedback to encourage future learning. • Demonstrates the ability to influence others effectively.
Campaign Specific Selection Process Ranking / Shortlisting / Interview	A ranking and / or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and / or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation. <i>Candidates who are successful at interview and subsequently meet the necessary registration requirements with NMBI will automatically be upgraded into the prepared (Candidate) Clinical Nurse Specialist / (Candidate) Clinical Midwife Specialist – Ultrasonography post.</i>
Diversity, Equality and Inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long term health condition. Read more about the HSE's commitment to Diversity, Equality and Inclusion.
Code of Practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.



	Read the CPSA Code of Practice .
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The reform programme outlined for the Health Services may impact on this role and as structures change the job specification may be reviewed.
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This job specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.



Candidate Clinical Nurse Specialist / Candidate Clinical Midwife Specialist - Ultrasonography
HSE Dublin and Midlands
Terms and Conditions of Employment

Tenure	The current vacancies available are permanent and whole-time. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full-time or part-time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard weekly working hours of attendance for your grade are 37.5 hours per week. Your normal weekly working hours are 37.5 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro-rata to the full-time equivalent.
Annual Leave	The annual leave associated with the post will be confirmed at contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st of January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004.
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <u>Public Servants not affected by this legislation:</u> Public servants joining the public service or re-joining the public service with a 26 week break in service, between the 1st of April 2004 and the 31st of December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after the 1st of January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of Children Guidance and Legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. In the HSE, all Mandated Persons under the Children First Act 2015 are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act 1998. You should check Schedule 2 of the Children First Act 2015 to see if you are a Mandated Person, and therefore a HSE Designated Officer, and be familiar with the related roles and legal responsibilities.

	Visit HSE Children First for further information, guidance and resources.
Infection Control	Have a working knowledge of 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 HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & Safety	It is the responsibility of Line Managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line Managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department / service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department / service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.

¹ A template SSSS and guidelines are available on [writing your site or service safety statement](#).

² Structures and processes for effective [incident management](#) and review of incidents.