

Job Description and Person Specification

Candidate Clinical Nurse Specialist / Clinical Nurse Specialist – in PrEP, Sexual Health and Sexual Health Advising

Temporary Vacancy (Approx 6 months)

Reference: HR25E150

Closing Date for Applications: Thursday, 10th July 2025

Interview Date: TBC

HR Business Services,
St Vincent's University Hospital,
Elm Park,
Dublin 4.

Contact: +353 (1) 221 6062 or recruitment@svuh.ie

Section 1: Accountability and Working Relationships

Job title:	Candidate Clinical Nurse Specialist / Clinical Nurse Specialist – in PrEP, Sexual Health and Sexual Health Advising
Grade:	Candidate Clinical Nurse Specialist / Clinical Nurse Specialist
Professionally accountable to:	Director of Nursing
Key reporting relationships:	Assistant Director of Nursing (ADON), Consultants Clinical Nurse Manager 3 (CNM)
Key working relationships:	Advanced Nurse Practitioner's (ANP), Candidate ANP's, CNS colleagues, Consultants and medical teams, Members of the Multidisciplinary Team, Community based colleagues
Working Hours:	37.5 per week working as required while maintaining a flexible schedule to be available to staff in out of hours as deemed necessary.

Section 2: Job Summary

Purpose of the post

The purpose of this role is to deliver specialist nursing care in line with the five core concepts set out in the Framework for the Establishment of Clinical Nurse Specialist posts (4th edition), National Council for the Professional Development of Nursing and Midwifery (NCNM), 2008. The successful candidate will work as a member of the multidisciplinary team providing a patient centered quality and seamless service.

Principal Duties and Key Responsibilities

- Provide and maintain a high standard of nursing care in accordance with Hospital policies, procedures and guidelines and the scope of nursing practice framework. This will include care for patients with infectious diseases, including; general infectious diseases, HIV, STIs, HIV PrEP, monkeypox, patients receiving OPAT, COVID and the prevention of infection through vaccines.
- The purpose of the Registered Clinical Nurse Specialist (CNS) post is to deliver care in line with the 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 CNS in Sexual Health and Health Advisor is a Registered Nurse who has extensive experience and clinical expertise in the area of sexual health and health advising. The management of patients with sexually transmitted infections requires a broad range of professional skills and knowledge, as well as skills in communication, leadership, teaching, education, research, and counselling. The CNS will have the specialist knowledge and expertise to incorporate these skills into practice and so develop standards of care which benefit the

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patient. In doing so, the CNS will embrace the five core concepts of the CNS role to ensure the provision of a high quality holistic service for patients in need of the service and to enhance the health status of this patient population.

- The post holder's practice is based on the five core concepts of the CNS role as defined by the NCNM 4th edition (2008) in order to fulfil the role. The concepts are:
 - Clinical Focus
 - Patient/Client Advocate
 - Education and Training
 - Audit and Research
 - Consultant

Section 3: Competencies

Clinical Focus

The CNS will have a strong patient 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 patient, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care.

Direct Care

The CNS will:

- Provide a specialist nursing service for patients with a working/provisional diagnosis of a STI who require support and treatment through the continuum of care.
- Undertake comprehensive patient assessment to include physical, psychological, social, and spiritual elements of care using best evidence based practice in sexual health care.
- Use the outcomes of patient assessment to develop and implement plans of care/case management in conjunction with the multidisciplinary team (MDT) and the patient, family and/or carer as appropriate.
- Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family, and/or carer as appropriate.
- Make alterations in the management of patient's condition in collaboration with the MDT and the patient in line with agreed pathways and policies, procedures, protocols, and guidelines (PPPGs).
- Accept appropriate referrals from MDT colleagues.
- Co-ordinate investigations, treatment therapies, and patient follow-up.
- Communicate with patients, family, and/or carer as appropriate, to assess the patient's 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 patient, 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 patients with appropriate self-management strategies and escalation pathways.
- Manage nurse/midwife led STI and HA clinics with MDT input.

- Identify health promotion priorities for the patient, family and/or carer and support patient 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 patients' needs.

Indirect Care

- Identify and agree appropriate referral pathways for patients with sexually transmitted infections.
- Participate in case review with MDT colleagues.
- Use a case management approach to patients with complex needs in collaboration with the MDT in both Primary and Secondary Care as appropriate.
- Take a proactive role in the formulation and provision of evidence based PPPGs relating to STI care.
- Take a lead role in ensuring the service for patients with STIs is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2012) or the relevant National Clinical Care Programme.

Patient Client/Advocacy

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

Education and Training

- Maintain clinical competence in patient management within sexual health nursing keeping up-to-date with relevant research to ensure the implementation of evidence based practice.
- Provide the patient, family, and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill, and confidence in managing their condition.
- Contribute to the design, development, and implementation of education programmes and resources for the patient, family, and/or carer in relation to STIs thus empowering them to self-manage their condition.
- Provide mentorship and preceptorship for nursing colleagues as appropriate.
- Participate in training programmes for nursing, MDT colleagues, and key stakeholders as appropriate.
- Create exchange of learning opportunities within the MDT in relation to evidence based sexual health care delivery through journal clubs, conferences etc.
- Develop and maintain links with Regional Centres for Nursing and 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 educational programmes in sexual health care.
- Be responsible for addressing own continuing professional development needs.

Audit and Research

- Establish and maintain a register of patients with STIs within the CNS service.
- Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPIs) as directed and advised by the ADON/DON/Lead Consultant.
- Identify, initiate, and conduct nursing/midwifery and MDT audit and research projects relevant to the area of practice.
- Identify, critically analyse, disseminate, and integrate best evidence relating to care into practice.
- Contribute to nursing/midwifery research on all aspects of sexual health care.
- Use the outcomes of audit to improve service provision.
- 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 practice.

Audit expected outcomes including:

- Collate data relevant which will provide evidence of the effectiveness of the CNS interventions undertaken - Refer to the National Council for the Professional Development of Nursing and Midwifery final report - Evaluation of Clinical Nurse and Midwife Specialist and Advanced Nurse and Midwife Practitioner roles in Ireland (SCAPE Report, 2010) and refer to the National KPIs associated with the specialty. They should have a clinical nursing/midwifery focus as well as a breakdown of activity - patients seen and treated.
- Evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing/midwifery management and MDT colleagues (Primary and Secondary Care).

Quality, Risk, and Safety responsibilities

It is the responsibility of the CNS 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 the Hospital Complaints Policy.
- Respond immediately and appropriately to ensure the safety of any service user that he/she/they 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 in Sexual Health and Health Advisor care.

- Participate and cooperate with legislative and regulatory requirements in relation to Health and Safety as outlined in the Safety, Health and Welfare Act 2005 and the Hospital Safety Statement.

Consultancy

- Provide leadership in clinical practice and act as a resource and role model for sexual health practice.
- Generate and contribute to the development of clinical standards and guidelines and support implementation.
- Use specialist knowledge to support and enhance generalist nursing/midwifery practice.
- Develop collaborative working relationships with local sexual health CNS, Registered Advanced Nurse/Midwife Practitioner/MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- With the support of the ADON, attend integrated care planning meetings as required.
- Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community.
- Liaise with other health service providers in the development and on-going delivery of the National Clinical Programme model of care.
- Network with other CNS in Sexual Health and Health Advisor and in related professionals associations.

Section 4: Training and Education

- Organize and ensure the provision of continuing nursing education of all staff and participation in teaching, guidance and assessment of staff and students within the Gerontology services and related Clinical Areas.
- Ensure that patient care is based on the latest research findings and constitutes best practice and act as an expert clinical resource for nursing, medical and AHP staff in the Gerontology specialty area of nursing.
- Keep abreast of research and developments in Gerontology nursing and facilitate and contribute to nursing research.
- In association with staff members, provide support in the development and implementation of the orientation programme for new nursing and ancillary staff.
- Attend regular study days and conferences to maintain current knowledge.
- Work closely with Practice Development Co-ordinator, Clinical Placement Co-ordinators, and the staff in the Nurse Education Centre in leading and supporting relevant education and training programmes.

This 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 him/her from time to time and to contribute to the development of the post while in office. This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

The Hospital Structure is currently under review and therefore, reporting relationships may change.

Informal Enquiries or Role Specific Enquiries: Ms Nessa O'Herlihy, Assistant Director of Nursing, **Email:** N.O'Herlihy@st-vincent's.ie

Section 5: Person Specification Candidate Clinical Nurse Specialist

Factors	Essential	Desirable
Qualifications	<p>Be a registered nurse/midwife on the active Register of Nurses or Midwives held by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.</p> <p>AND</p> <p>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.</p> <p>OR</p> <p>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.</p> <p>AND</p> <p>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 (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</p>	<ul style="list-style-type: none"> • Teaching and assessing course • Competence in the use of information technology • Post-registration education relevant to his/her area of specialist practice at level 8 or above on the NQAI framework • Previous management experience • Sexual Health Advising Course • STIF Course

	<p>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). * (See **Note below).</p> <p>**Note:</p> <p>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.</p> <p>All of the above must be achieved within 2 years for this pathway.</p> <p>AND</p> <p>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.</p> <p>AND</p> <p>Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice</p> <p>OR</p> <p>Meet the requirements in Appendix 1 (see below)</p>	
Experience	Have a minimum of 1 years' post registration full time experience or an	<ul style="list-style-type: none"> • Previous management experience

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(length and type)	<p>aggregate of 1 years' full-time experience in the division of the register in which the application is being made</p> <p>AND</p> <p>Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of sexual health care.</p> <p>OR</p> <p>If the applicant does not possess the relevant specialist experience, they will be supported to attain one year's clinical specialist experience</p> <p>AND</p> <p>Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, professional and administrative capacity for the proper discharge of the duties of the office.</p> <p>OR</p> <p>Meet the requirements in Appendix 1 (see below)</p>	
Knowledge	<ul style="list-style-type: none"> • Knowledge of nursing guidelines, policies, procedures and protocols, applicable to speciality • Understanding of the requirements of the pre-registration nursing degree education programme • Knowledge of clinical learning objective for pre-registration and post-registration nursing students. • Detailed understanding of the application of <i>Scope of Nursing Practice Framework</i> • Broad based knowledge of current nursing research issues pertinent to the speciality • Understanding of clinical audit and standard setting 	<ul style="list-style-type: none"> • Evidence of own career development and personal development plan • Knowledge of methods of clinical proficiency assessment • Understanding of acute hospital Accreditation process • Broad understanding of current developments in the nursing profession
Management Competencies	Awareness of the role and scope of the CNS	

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	Possess the following generic nurse specialist competencies: <ul style="list-style-type: none"> • Clinical focus • Patient/client advocacy • Education and training • Audit and research • Consultancy 	
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.	
Character	Candidates for and any person holding the office must be of good character.	

Particulars of Office:

The appointment is: Whole-Time, Specified Purpose Vacancy and Pensionable

Annual Salary:

€56,081 - €66,045 – Candidate Clinical Nurse Specialist (2697) **(01/03/2025)** per annum pro rata

€60,854 - €76,897 – Clinical Nurse Specialist (2632) LSI 1 **(01/03/2025)** per annum pro rata

These particulars are subject to change in line with overall public pay policy.

Candidates should expect to be appointed on the minimum of the salary range and in accordance with the Department of Finance guidelines.

Probationary Period: The appointee shall hold office for a probationary period of six months – The Hospital's Probation and Induction policy will apply.

Pension Scheme: The candidate will be entered into one of the Hospital Superannuation Schemes.

Working Hours: The person appointed will work a 37.5 hour week.

Annual leave entitlement: 25 days per annum pro rata (26 after 5 years and 28 after 10 years qualified excluding breaks in service).

Additional Information

Policies / Legislation

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

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Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

Hygiene

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Vincent's University Hospital's quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Confidentiality

In the course of your employment you may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and, unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings.
- Fire orders must be observed and staff must attend fire lectures periodically.
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (2005), smoking within the Hospital building is not permitted.
- All Staff are advised to avail of Hepatitis B Vaccination with Occupational Health.
- The use of personal mobile phones is prohibited in clinical care areas.

Application Process: St. Vincent's University Hospital is an equal opportunities employer and is committed to promoting an environment free from discrimination in accordance with the Employment Equality Acts 1998 and 2004. The Hospital values diversity and recognises the benefits of having a workforce that reflects the community we serve. We are committed to equality of access to positions within the Hospital. All recruitment activity and documentation will encourage applications from all potential candidates without discrimination.

Interested candidates should apply for vacancies of interest by visiting the Hospital Careers pages: <http://www.stvincents.ie/Home/Careers.html>

- Note the closing date(s) for the submission of electronic applications are specified on the list of vacancies. St. Vincent's University Hospital are not able to accept late applications.
- It is the applicant's responsibility to ensure that they apply well in advance of the closing date.
- Any applications which are still in progress but have not been submitted after the closing date will not be registered by our Web Recruitment System.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Web Recruitment System.
- St. Vincent's University Hospital may only take into account technical issues raised by an applicant if advised to our Human Resources Department prior to the advertised closing date.

Non-European Economic Area Applicants: While St. Vincent's University Hospital is an equal opportunities employer, in line with current Department of Jobs, Enterprise and Innovation Employment Permit requirements, applications from non European Economic Area (EEA) will only
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be considered in the event that an EEA citizen cannot be found to fill the vacancy. Please note that if you are a NON-EEA applicant and are unable to supply documents (listed on www.djei.ie), you are not entitled to participate in this recruitment competition. This is in accordance with the EU Community Preference Rule. Further information is available at www.djei.ie.

Former Public Service employees: Eligibility to compete may be affected where applicants were formerly employed by the Irish Public Service and previously availed of an Irish Public Service Scheme including:

- Incentivised Scheme for Early Retirement (ISER)
- Department of Health and Children Circular (7/2010)
- Collective Agreement: Redundancy Payments to Public Servants

Applicants should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. This is a non-exhaustive list and any queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Persons in receipt of a pension from specified Superannuation Schemes: Former Health Service and Public Sector Employees must adhere to the relevant prohibition of re-employment provisions where they have previously availed of a Public Service Voluntary Early Retirement or Ill Health Retirement Pension from any of the following Pension schemes:

- Local Government Superannuation Scheme (LGSS)
- Health Service Executive Employee Superannuation Scheme
- Voluntary Hospitals Superannuation Scheme (VHSS Officers/Non Officers)
- Nominated Health Agencies Superannuation Scheme (NHASS)
- Other Public Service Superannuation Scheme
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Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)
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Prospective candidates must satisfy themselves as to their eligibility to be employed applying / competing for posts to be filled through this recruitment campaign.

Abatement of Pension (Section 52 of Public Service Pensions Act 2012): Where a person who is in receipt of a Public Service Pension (e.g. retired on voluntary age grounds) is subsequently appointed to another Public Service post, the Abatement of Pension Regulations apply. This means that in a situation where the total of a person's pension combined with their salary from their new post, exceeds the uprated (current) salary of the position from which they retired, his/her pension is reduced by any such excess amount. This provision applies irrespective of whether the relevant pension was accrued in the same Pension Scheme which applies to the new appointment, or in another Public Service Pension Scheme.

Shortlisting: Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next state of the recruitment process.

All overseas qualifications must be validated. No candidate can work in the Hospital without validated qualifications. If professional registration is also a requirement, candidates must provide documentation of same.

Canvassing will automatically disqualify.

Please note that you will be contacted mainly by mobile phone and email. It is important that your mobile phone number, postal address and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies, and skills listed in the person specification. Candidates will normally be given at least one weeks' notice of interview. Interviews are held in person only, no subsequent or alternative dates to dates given will be offered to candidates. All interviews are held in the HR Department of St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description. All posts are located in St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically noted otherwise in the Job Description.

Disability: Please let us know if you need any special assistance at interview, e.g. if you have difficulty in moving up or down stairs or have hearing or speech difficulties.

Candidates are notified of the result of their interview at the earliest possible date after the interview. The recommendation of the interview panel does not constitute a job offer. The process continues after the interview and includes clearance checks such as references, Garda clearance, occupational health clearance, validation of qualifications and experience. A job offer is made pending satisfactory clearances. SVUH reserves the right to remove candidates from specific recruitment panels and retract job offers if satisfactory clearances cannot be obtained or are deemed unsatisfactory.

For some recruitment competitions a panel of successful candidates may be formed as a result of the interviews. Candidates who obtain a place on the panel may, (within the life of the panel), be considered for subsequent approved vacancies. Candidates are placed on a panel in order of merit. A panel is typically live for 6 months.

It is normal procedure that candidates be placed on the first point of the relevant salary scale in accordance with the Department of Finance guidelines.

Declaration: Please read your application carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.

Benefits of working at St Vincent's University Hospital

St. Vincent's University Hospital is a recognised *Employer of Choice* in Ireland and was the first public hospital to be awarded *Joint Commission International Accreditation* in February 2010. The range of benefits of working in the hospital includes:

- Competitive salary and increments
- Defined benefit pension scheme
- Paid maternity leave scheme
- Access to excellent learning and development opportunities

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- Support, including leave and/or financial, is available to employees for approved courses
- Onsite and online library facilities
- Subsidised staff restaurant
- Various flexible working hours options available in many areas
- Time off and leave options to promote work life balance and family friendly working arrangements
- Subsidised pharmacy - employees may purchase discounted medication from the Pharmacy on production of a prescription resulting in significant savings.
- Generous sick pay scheme and Occupational Health Services to support attendance including free flu vaccination for employees
- Access to subsidised gym facilities
- Access to health services credit union
- Group discount on health insurance
- Free membership of Groupschemes.com which provide hundreds of discounts to members of the scheme and direct access to a wide range of savings on day-to-day items across a wide range of products and services including travel, clothing, motor, health and wellbeing, music and entertainment.
- Tax saver commuter ticket scheme - employees can save up to 48% of travel costs as a result of tax savings
- Cycle to Work Scheme and changing facilities
- Access to Health Promotion services including smoking cessation programme
- Active Social Committee
- Excellent access to public transport including tram and bus routes.

St Vincent's University Hospital buildings and grounds are **smoke-free**

This job description is intended as a basic guide to the scope and responsibilities of the position; it is subject to regular review and amendment as necessary.

Date: June 2025

Appendix A:

In exercise of the powers conferred on me by Section 22 of the Health Act 2004, I hereby approve the qualifications, as set out hereunder, for the appointment and continuing as Clinical Nurse Specialist/Clinical Midwife Specialist in the Health Service Executive.

Statutory Registration, Professional Qualifications, Experience, etc

(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 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

(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.

OR

(iii) 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

(iv) 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 (taking into account (ii) (iii) if relevant)

AND

(v) Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of care.

AND

(vi) 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), 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, relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Specialist in Area of care prior to application* (See **Note 1 below).

AND

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(vii) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area.

AND

(viii) 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.

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.

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 Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) by way of the Service user Safety Assurance Certificate (PSAC).