



Job Description and Person Specification

Candidate Advanced Nurse Practitioner/ Advanced Nurse Practitioner - Reflux & Dyspepsia Management

Permanent Vacancy

Reference: HR25E177

Closing Date for Applications: Tuesday, 26th August 2025

Interview Date: Friday 3rd October 2025

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 Advanced Nurse Practitioner (cANP) /Advanced Nurse Practitioner (ANP) – Reflux & Dyspepsia Management
Grade:	Candidate Advanced Nurse Practitioner / Advanced Nurse (The successful candidate will, on completion of the requirements, be appointed to the post of Registered Advanced Nurse Practitioner)
Professionally accountable to:	Director of Nursing / Directorate Nurse Manager
Clinical accountability to:	Consultants in the relevant area
Works in Partnership with:	Nursing Executive Team and key stakeholders identified through the process of developing the job description within St. Vincent's University Hospital.
Working Hours:	37.5-hour week working as required while maintaining a flexible schedule.
Duration of the Post:	The Candidate ANP is required to progress to registration with Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) (NMBI) as a Registered Advanced Nurse Practitioner (RANP) within 3 years of commencement of this post.
Location of post:	St Vincent's University Hospital
Key Working Relationships:	Director of Nursing, Assistant Director of Nursing, Clinical Nurse Manager, RANPs and other nursing grades, Nurse Practice Development Co-ordinator, Prescribing site co-ordinator(s), Medical colleagues, Interprofessional colleagues, Patients/service users/families and/or carers, Nursing and Midwifery Board of Ireland, Higher Education Institution, Nursing and Midwifery Planning and Development Unit, Centres of Nursing and Midwifery Education, National Clinical and Integrated Care Programme, National Clinical Leadership Centre, Other relevant statutory and non-statutory organisations.

SECTION 2: Job Summary

Purpose of job:

The main purpose of the post is to develop the job description and supporting documentation under the direction of the Health Care Provider's Advanced Practice Stakeholder Governance Group, to enable the individual nurse to meet the NMBI Criteria for Registration as an Advanced Nurse Practitioner as set out in *Advanced Practice (Nursing) Standards and Requirements (NMBI, 2017)*.

The individual will undertake the academic preparation and develop the clinical and leadership skills, competencies and knowledge required to meet the criteria to be registered as a RANP with NMBI. The scope of the cANP role must reflect the incremental development of expertise and as such, the cANP cannot deliver care as an autonomous practitioner.

The individual will complete and submit the necessary documentation for registration as an RANP with NMBI.

The value of the nursing contribution as a distinct profession must be safeguarded and articulated in the development of new services led by advanced nurse practitioners, complementing rather than replacing current services delivered by doctors (NMBI 2017 p.9).

The overall purpose of the post is to provide safe, timely, evidenced based nurse-led care to patients at an advanced nursing level. This involves undertaking and documenting a complete episode of patient care (assess, diagnose, plan, treat and discharge patients) according to collaboratively agreed protocols and scope of practice in the clinical setting; demonstrating advanced clinical and theoretical knowledge, critical thinking, clinical leadership and decision making skills.

The advanced practice role demonstrates a high degree of knowledge, skill and experience that is applied within the nurse-patient/client relationship to achieve optimal outcomes through critical analysis, problem solving and accurate decision-making (NMBI, 2017).

Central to this is the provision of quality care, a safe environment and processes for patients by the use of evidence based clinical guidelines that address patient expectations, promote wellness and evaluate care given.

The role will provide clinical leadership and professional scholarship in order to develop nursing practice and health policy at local, regional and national level.

The role will contribute to nursing research to shape and advance nursing practice, education and health care policy at local, national and international levels.

Principal Duties and Responsibilities

The post holder's practice is based on developing a higher level of capability across the six domains of competences as defined by the Nursing and Midwifery Board of Ireland, Advanced Practice (Nursing) Standards and Requirements (NMBI 2017)

The domains are:

- Professional Values and Conduct
- Clinical-Decision Making
- Knowledge and Cognitive Competences
- Communication and Interpersonal Competences
- Management and Team Competences
- Leadership and Professional Scholarship Competences

Professional Values and Conduct

The RANP/cANP will be required to apply ethically sound solutions to complex issues related to individuals and populations by:

- Demonstrating accountability and responsibility for professional practice as a lead healthcare professional in the care of patients with Reflux Dyspepsia Management.
- Collaborating with his/her supervisor and local stakeholder group to scope the caseload and scope of practice for the cANP/RANP.
- Collaborating with his/her supervisor and local stakeholder group to determine the inclusion criteria for the cANP/RANP.
- Collaborating with his/her supervisor and local stakeholder group to determine the exclusion criteria for the cANP/RANP.
- Articulating safe boundaries and engaging in timely referral and collaboration for those areas outside his/her scope of practice, experience, and competence by establishing, in collaboration with key stakeholders, referral pathways and locally agreed policies, procedures, protocols and guidelines to support and guide the cANP/RANP (NNN) service
- Demonstrating leadership by practising compassionately to facilitate, optimise, promote and support the health, comfort, quality of life and wellbeing of persons whose lives are affected by altered health, chronic disorders, disability, distress or life-limiting conditions
- Selecting a professional practice model that provides him/her latitude to control his/her own practice, focusing on person centred care, interpersonal interactions and the promotion of healing environments

The chosen professional practice model for nursing will emphasise a caring therapeutic relationship between the cANP/RANP and his/her patients, recognising that cANPs/RANPs work in partnership with their multidisciplinary colleagues (Slatyer et. Al (2016)).

- Articulating and promoting the advanced practice nursing service in clinical, political and professional contexts {for example presenting key performance outcomes locally and nationally; contributing to the service's annual report; participating in local and national committees to ensure best practice as per the relevant national clinical and integrated care programme}.

Clinical-Decision Making

The RANP/cANP will utilise advanced knowledge, skills, and abilities to engage in senior clinical decision making by:

- Conduct a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols and guidelines to determine diagnoses and inform autonomous advanced nursing care
- Synthesise and interpret assessment information particularly history including prior treatment outcomes, physical findings and diagnostic data to identify normal, at risk and subnormal states of health
- Demonstrate timely use of diagnostic investigations / additional evidence-based advanced assessments to inform clinical-decision making
- Exhibit comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced nursing interventions, supported by evidence-based policies, procedures, protocols, and guidelines, relevant legislation, and relevant professional regulatory standards and requirements
- Initiate and implement health promotion activities and self-management plans in accordance with the wider public health agenda
- Discharge patients from the service as per an agreed supporting policy, procedure, protocols, guidelines and referral pathways

Knowledge and Cognitive Competences

The RANP/cANP will actively contribute to the professional body of knowledge related to his/her area of advanced practice by:

- Provide leadership in the translation of new knowledge to clinical practice (for example teaching sessions; journal clubs; case reviews; facilitating clinical supervision to other members of the team)
- Educate others using an advanced expert knowledge base derived from clinical experience, on-going reflection, clinical supervision and engagement in continuous professional development
- Demonstrate a vision for advanced practice nursing based on service need and a competent expert knowledge base that is developed through research, critical thinking, and experiential learning
- Demonstrate accountability in considering access, cost and clinical effectiveness when planning, delivering and evaluating care (for example key performance areas, key performance indicators, metrics).

Communication and Interpersonal Competences

The RANP/cANP will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by:

- Communicate effectively with the healthcare team through sharing of information in accordance with legal, professional and regulatory requirements as per established referral pathways
- Demonstrate leadership in professional practice by using professional language (verbally and in writing) that represents the plan of care, which is developed in collaboration with

the person and shared with the other members of the inter-professional team as per the organisation's policies, procedures, protocols and guidelines

- Facilitate clinical supervision and mentorship through utilising one's expert knowledge and clinical competences
- Utilise information technology, in accordance with legislation and organisational policies, procedures, protocols and guidelines to record all aspects of advanced nursing care.

Management and Team Competences

The RANP/cANP will manage risk to those who access the service through collaborative risk assessments and promotion of a safe environment by:

- Promoting a culture of quality care
- Proactively seeking feedback from persons receiving care, families and staff on their experiences and suggestions for improvement
- Implementing practice changes using negotiation and consensus building, in collaboration with the multidisciplinary team and persons receiving care.

Leadership and Professional Scholarship Competences

The RANP/cANP will lead in multidisciplinary team planning for transitions across the continuum of care by:

- Demonstrate clinical leadership in the design and evaluation of services (for example findings from research, audit, metrics, new evidence)
- Engage in health policy development, implementation, and evaluation (for example key performance indicators from national clinical and integrated care programme/HSE national service plan/ local service need to influence and shape the future development and direction of advanced practice in Reflux & Dyspepsia Management)
- Identify gaps in the provision of care and services pertaining to his/her area of advanced practice and expand the service to enhance the quality, effectiveness and safety of the service in response to emerging healthcare needs
- Lead in managing and implementing change.

Advanced Practice Performance Management and Evaluation

- Performance Indicators (PI's) are required to evaluate nursing interventions and implement initiatives to improve quality and quantity of the nursing care provided. They should have a clinical nursing focus as well as a breakdown of activity, including patients seen and treated. In addition, they identify areas of good practice that must be recognised and celebrated (HSE 2015).
- The Department of Health (2017) *Framework for National Performance Indicators for Nursing and Midwifery* provides a guiding framework for the development of Nursing and Midwifery PI's.
- In collaboration with the Director of Nursing and the Assistant Director of Nursing, the cANP/ANP will identify and develop Nursing PI's for their area of practice, collect and collate data that will provide evidence of the impact and effectiveness of the interventions undertaken. (*insert agreed PI's/clinical targets/structure, process and outcome measures*)
- The cANP/ANP will evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing management and multidisciplinary team colleagues (primary and secondary care).

Professional / Clinical

The RANP/cANP will practice nursing according to:

- Professional clinical guidelines
- National Health Policy
- Local policies, procedures, protocols and guidelines
- Current legislation
- Values for Nursing and Midwifery – Care, Compassion and Commitment (DoH, 2016).

Education and Training

The RANP/cANP will:

- Contribute to service development through appropriate continuous education, research initiatives, keeping up to date with nursing literature, recent nursing research and new developments in nursing practice, education and management.
- Provide support and advice to those engaging in continuous professional development in his/her area of advanced nursing practice.

Health & Safety

The RANP/cANP will:

- Ensure adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs etc.
- Ensure completion of incident and near miss forms.
- Ensure adherence to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards or Mental Health Commission (MHC) 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.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

Management

The RANP/cANP will:

- Provide support, advice and direction to staff as required.
- Engage with the wider healthcare team and facilitate team building.
- Facilitate communication with the healthcare team across services and within the senior nurse team.
- Provide staff leadership and motivation which is conducive to good working relations and work performance.
- Promote a culture that values diversity and respect in the workplace.
- Manage and promote liaisons with internal and external bodies as appropriate, for example; intra-hospital service, community services, or voluntary organisations.
- Contribute to the strategic management and planning process.
- Formulate service plans and budgets in co-operation with the wider healthcare team.
- Provide reports on activity and services as required.
- Engage in digital developments as they apply to service user and service administration.

This is a continually evolving role and as a result the above duties and responsibilities are reflective of the expectation in defining this role. This is not an exhaustive list and will change based on

service need. It is expected that the post holder will be flexible and embrace the evolving changing nature of the role, consistent with the direction being followed by the hospital, St. Vincent's Healthcare Group, the Ireland East Hospital Group and the HSE in the current dynamic and changing operating environment. The post holder will consult and agree changes and additions to the role with their nursing line manager and consultant clinical lead.

SECTION 3: Person Specification

Factors	Essential	Desirable
Qualifications	<p>Are registered in the relevant division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI](Bord Altranais agus Cnáimhseachais na hÉireann) or entitled to be so registered.</p> <p>AND</p> <p>Candidates must demonstrate evidence of continuous professional development.</p> <p>OR</p> <p>Meet the essential criteria for a Candidate Advanced Nurse Practitioner outlined in Appendix A below.</p>	<p>A Masters Degree in Advanced Nursing Practice.</p> <p>Be registered on the division of the register of Advanced Nurse Practitioners with NMBI</p>
Experience	<p>Have at least 5 years post registration full time (or an aggregate of 5 years post registration full time) experience of which 2 years (or an aggregate of 2 years post registration full time experience) must be in the speciality or related area.</p> <p>AND</p> <p>Have the clinical, managerial and administrative capacity to properly discharge the functions of the role.</p> <p>AND</p> <p>Candidates must possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative capacity to properly discharge the functions of the role.</p>	<ul style="list-style-type: none"> • At least three years recent post-registration nursing experience in an acute general hospital setting within the last five years • At least three years nursing experience in Acute Medicine. • Have the competencies to exercise higher levels of judgement, discretion and decision-making in the area of Nursing above that is expected of the nurse working at primary practice level of the clinical nurse specialist in the relevant Nursing area. • Satisfactory nursing experience including not less than five years' experience in a senior nursing post or posts

	<p>Proven clinical and managerial ability with vision and leadership skills to lead and manage the nursing and service agendas in line with the HSE, SVHG and Ireland East Hospital Group strategic goals and objectives within the areas of responsibility.</p> <p>OR</p> <p>Meet the essential criteria for a Candidate Advanced Nurse Practitioner outlined in Appendix A below.</p>	<ul style="list-style-type: none"> • Demonstrate competencies relevant to context of practice. • Provide evidence of continuing professional development. • Proven clinical and managerial ability with vision and leadership skills to lead and manage the nursing and service agendas in line with the HSE, SVHG and Ireland East Hospital Group strategic goals and objectives within the areas of responsibility.
Knowledge	<ul style="list-style-type: none"> • Knowledge of nursing guidelines, policies, procedures and protocols, applicable to Reflux Dyspepsia Management nursing • Detailed understanding of the application of <i>Scope of Nursing Practice Framework</i> • Advanced knowledge of current nursing research issues related to Reflux Dyspepsia Management nursing • Experience of clinical audit and standard setting 	
ANP Standards and Requirements	Detailed knowledge of the scope of the ANP Role as specified in the Standards and Requirements (NMBI 2017)	<ul style="list-style-type: none"> • Exemplary knowledge, skill and attitude which distinguishes the role as one of informed authority and leadership in the relevant area of nursing • Expert skills in documentation of complete episodes of advanced skills • Lecturing and presentation skills • Advanced leadership, communication, collaboration and influencing skills • Experience of influencing and effecting change

		<ul style="list-style-type: none"> • Knowledge of national and international best practice/standards pertinent to the relevant area of nursing • Advanced health assessment, diagnostic, and clinical management skills • Health education and health promotion • Role model for expert nursing care in the relevant area. • Advanced theoretical knowledge, associated clinical skills and advanced clinical decision making for his/her caseload • Higher levels of clinical judgement, discretion and clinical decision making • Clinical risk management • Clinical supervision programme • Professional and clinical leadership • Clinical audit and analysis of audit findings • Dissemination of his/her research findings • Leader and advocate of evidence- based nursing practice • Articulate and communicate a vision for excellence in nursing practice • Computer skills (Microsoft Word, Excel, PowerPoint, Outlook and others as relates to the RANP/ANP Candidate position)
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	

Informal Enquiries or Role Specific Enquiries:

Ms Joan Killeen, Directorate Nurse Manager, Email: jkilleen@svhg.ie

Tenure

The appointment is whole-time and Candidate ANP is required to have progressed to being eligible to be a Registered ANP with the NMBI within 3 years of commencement of the post.

Given the developmental nature of this service the successful advanced nurse practitioner candidate will be required to adhere to the terms as set out below which are specific to this appointment.

In line with requirements and standards set out by NMBI (2017) Advanced Practice (Nursing) Standards and Requirements the successful candidate will be required to engage in a process of self-development and structured education and clinical supervision specific to (area of practice to be inserted) in order to develop advanced clinical nursing knowledge and critical thinking skills to gain competence necessary to independently provide efficient, effective, safe patient care to a specific caseload which has been previously agreed.

The Candidate Advanced Nurse Practitioner is expected to demonstrate the core and specific competencies deemed necessary to manage the particular scope of practice and must undertake formal competency assessment to an agreed standard in order to progress registration as a Registered Advanced Nurse Practitioner.

Where a new RANP service is being developed the Candidate Advanced Nurse Practitioner under the direction of the Health Care Provider's Advanced Practice Stakeholder Governance Group is expected to enable the individual nurse to meet the NMBI Criteria for Registration as an Advanced Nurse

Practitioner as set out in Advanced Practice (Nursing) Standards and Requirements (NMBI, 2017). Develop the job description and supporting documentation in line with Advanced Practice (Nursing) Standards and Requirements (NMBI 2017).

On successful completion of the above requirements and on acquiring registration with NMBI as an RANP the candidate will be appointed as an RANP in a permanent capacity.

Failure to successfully achieve essential milestones (outlined above) within an agreed timeframe will result in termination of the ANP career pathway and return to a previously held substantive post OR redeployment within the organisation.

Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointment) Act 2004.

Post Specific Requirements, additional qualifications and or experience required

The following service specific requirements, additional qualifications and /or experience are offered for consideration in developing the role for a specific scope of practice within a post or within a specific location.

Such examples may be as follows:

- Be a registered nurse prescriber 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.

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 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.

Particulars of Office:

The appointment is: Full Time, Permanent, Pensionable

A panel may be formed to fill future positions in the next six months.

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.

Annual Salary:

Candidate Advanced Nurse Practitioner Salary Scale

€70,725- €79,872 per annum pro rata (01/08/2025)

Advanced Nurse Practitioner Salary Scale

€71,408- €88,123 per annum pro rata (01/08/2025)

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.

Working Hours: The person appointed will work a basic 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)

Candidate ANP/ANP –Reflux & Dyspepsia Management

Additional Information

Confidentiality:

During the course of employment staff 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.

Hygiene:

During the course of employment staff members 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.

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

Protected Disclosure Policy:

See link below for more information on our Protected Disclosure Policy as per the Protected Disclosure (Amendment) Act 2022;

[Protected Disclosures - St. Vincent's University Hospital \(stvincents.ie\)](http://www.stvincents.ie/ProtectedDisclosures)

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

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>

Candidate ANP/ANP –Reflux & Dyspepsia Management

- 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.
- Applications for St. Vincent's University Hospital job vacancies will only be accepted through our Career website.
- 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 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

Among the Voluntary Early Retirement Schemes referred to above are the following:

- Incentivised Scheme of Early Retirement (ISER)
- Voluntary Early Retirement Scheme 2010 (VER)

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 week's notice of interview. All interviews are held in person unless it is specifically noted otherwise in the Job Description. No subsequent or alternative dates to dates given will be offered to candidates. 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, overseas police clearance (if applicable)*, 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.

** If you lived in any country for 6 months or more from the date of your 16th birthday other than the Republic of Ireland or Northern Ireland you will be required to provide security clearance for each jurisdiction in which you have resided. Your security clearance must be dated AFTER you left that country and cover the entire period of your residence. Seeking security clearances from other countries are the responsibility of the candidate. It is a process which can take an amount of time. Therefore we would strongly advise that you commence seeking international security clearances now.*

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.

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.

Date: August 2025

APPENDIX A

Candidate Advanced Nurse Practitioner

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 Advanced Nurse or Midwifery Practitioner, Candidate 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 have the following:

- (i) Be a registered nurse/midwife with the Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) or entitled 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 entitled to be so registered.

OR

- (i) In recognition of services that span several patient/client groups and/or division(s) of the register, provide evidence of validated competences relevant to the context of practice.

AND

- (iii) Have a broad base of clinical experience relevant to the advanced field of practice

AND

- (iv) Be eligible to undertake a Master's Degree (or higher) in Nursing/Midwifery or a Master's Degree, which is relevant, or applicable, to the advanced field of practice. The Master's programme must be at Level 9 on the National Framework of Qualifications (Quality & Qualifications Ireland), or equivalent. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

OR

- (v) Be currently undertaking a Master's Degree in Nursing/Midwifery (Advanced Practice Pathway) or be eligible to register to undertake additional Level 9 National Framework of Qualifications (Quality and Qualifications Ireland) specific modules of a Master's Degree in Nursing/Midwifery (Advanced Practice Pathway) within an agreed timeframe. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum.

OR

- (vi) Possess a Master's Degree (or higher) in Nursing/Midwifery or a Master's Degree which is relevant, or applicable, to the advanced field of practice. The Master's programme must be at Level 9 on the National Framework of Qualifications (Quality & Qualifications Ireland), or

equivalent. Educational preparation must include at least three modular components pertaining to the relevant area of advanced practice, in addition to clinical practicum

AND

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

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 [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann) for the role.

AND

- (ii) Confirm annual registration with NMBI to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC).

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.