



## **Job Description and Person Specification**

### **Consultant Nephrologist & General Physician**

**Contract Type: Specified Purpose Contract (pending recruitment of the permanent post holder) - Public Only  
Consultant Contract 2023 (POCC23)**

**34 hours - St. Vincent's University Hospital  
3 hours – National Maternity Hospital**

**Temporary Vacancy**

**Reference: M25E099**

**Closing Date for Applications: Sunday, 21<sup>st</sup> September 2025**

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

Contact: +353 (1) 221 6047 or [consultantshr@svhg.ie](mailto:consultantshr@svhg.ie)

**Job title / Grade:** Consultant Nephrologist & General Physician

**Reports to:** Reports and is accountable to the relevant Clinical Director **and** Departmental Clinical Lead.

**Department Information:**

The **Department of Nephrology** is an integral part of the service that the hospital provides for patients, not only with renal disease but also to the many other specialties within SVHG and the South Eastern region. This includes the National Kidney Pancreas and Liver Transplant programmes, the Intensive Care Unit (ICU) and the National Maternity Hospital. Nephrology consultants also contribute to the general internal medicine service. The service is currently led by 3 full time Consultant Nephrologists with a 4<sup>th</sup> full time consultant appointed.

**Location and type of nephrology service provision**

- Haemodialysis (HD) and peritoneal dialysis (PD) are provided by SVUH in our dedicated acute, outpatient and satellite dialysis units. Dialysis stations were also established in the Covid-19 ward areas, to facilitate treatment of patients in isolation.
- Outpatient services are provided in SVUH in both general and sub-specialized clinics.
  - General nephrology
  - Low clearance (pre-dialysis) incorporating a conservative management service in collaboration with palliative care
  - Renal transplant follow up
  - Nurse led clinics (for chronic kidney disease and PD)
  - Virtual appointments are offered for all clinicseMed, a national electronic patient record, is utilized in all clinical areas. Multi-disciplinary team meetings are held after the specialist clinics.
- The inpatient consult service is fully integrated with other services within the hospital providing advice on patients with renal disease admitted under other teams. On average 9 – 10 patients are seen daily and all new consults are reviewed promptly by a dedicated consult registrar and consultant.
- We regularly review patients on the ICU where 205 patients were treated with continuous renal replacement therapy in 2020. The nephrology department provides an intermittent HD service for these patients on the ICU, thereby helping to facilitate their discharge to the ward regardless of recovery of renal function.
- SVUH provides the National Kidney Pancreas Transplant service requiring nephrology input into the acute and chronic management of patients who receive kidney and pancreas transplants as well as participation in patient approval for the waiting list.
- SVUH is a tertiary referral center for those with acute and chronic renal disease in the south of the city and south eastern region.
- Nephrology support for the National Maternity Hospital (NMH) – This post would include a monthly inperson outpatient clinic based in the maternal medicine service at National Maternity Hospital, availability for telephone advice and on occasion inpatient review at National Maternity Hospital as required. NMH patients would also have quick access to SVUH renal clinics, as appropriate. Renal biopsies are performed by the radiology department (usually as day cases) and the biopsies are reviewed by SVUH with monthly joint nephrology-pathology meetings.

- Intravenous iron and immunosuppressive therapies for patients with glomerulonephritis are provided via the IV therapies suite.

### **General internal medicine and inpatient services**

- The Nephrology team participate in the SVUH general medicine service and in the consultant physician on call rota (1 in 30 approximately). They attend the daily medical hub meeting accepting new patients. Our inpatients are comprised of approximately 50% renal and general medical patients.
- We are a tertiary referral center for patients with renal disease requiring hospital admission from other regional hospitals.
- Dialysis and transplant patients admitted to SVUH are admitted under our care, in the majority of cases and we often see these patients directly in the emergency department.
- The consultants rotate through the inpatient service (covering general medical and nephrology patients) on a 1 in 4 basis, including day-time weekend review of our inpatients.

### **Hospital management**

All nephrology consultants have participated in hospital management and have had various different roles including clinical director, chair of the medical board and the physicians sub-group.

### **Research, education and service development**

- The nephrology department is partnered with UCD and so medical students are a key part of the team throughout the year. They join us in clinics and on the wards and consultants deliver lectures as part of the UCD nephrology undergraduate curriculum.
- The nephrology department has ongoing involvement in a number of clinical research projects, particularly in the areas of acute kidney injury and metabolic medicine. The UCD Clinical Research Centre underpins this activity.
- All consultants are RCPI trainers for nephrology and general internal medicine.
- One of the nephrology consultants has completed tenure as the National Specialty Director for nephrology with a focus on post graduate nephrology recruitment, training and development.
- 2 hours of specialty specific NCHD teaching are delivered weekly.
- Consultants are very supportive of nursing career development and supervise nurses in advanced nurse practitioner and renal prescribing qualifications.
- Service development and audit are integral roles for consultants.

### **Alignment with the National Clinical Programme**

The post will be congruent with the requirements of and facilitate implementation of national health policy and the HSE's National Clinical Programme. The National Clinical Programme for nephrology was established in 2009 and its key priorities are:

- Expansion of renal transplantation activity
- Expansion of dialysis capacity to accommodate growth in demand
- Provision of services closer to patient's homes
- Improvement in patient centered care

Our service here in SVUH is very much aligned with these key priorities of the National Renal Office.

- There has been a 20% increase in the number of renal transplant patients attending SVUH since

2017. Transplantation is seen as the treatment of choice for those with end stage kidney disease (ESKD) and is a focus for all suitable patients with a view to listing patients pre-emptively, whenever possible. The National Kidney Pancreas Transplant Programme was also established at SVUH in 2016 and to date over 30 transplants have been performed.

- There has been a 140% increase in the number of dialysis treatments provided at the Beacon Renal Unit in Sandyford, providing service to patients closer to their home. We hope to increase capacity there as the need for dialysis grows.
- Provision of care closer to patient's homes is a priority also. For patients who do need to undergo dialysis, we encourage PD first whenever possible and the numbers of patients on PD have grown exponentially since 2020. Additional nursing staff was hired to focus on PD training and patient care. We are developing a shared-care programme to encourage HD patients to become more independent with a view to facilitating home therapy for those who want it.
- We have also focused on patient centered care. Some examples are the establishment of a conservative management pathway for patients, the shared care HD programme and the development of more virtual clinics to reduce travel time for patients.

### **Key Duties and Responsibilities:**

#### **Clinical duties**

The new consultant will be expected to work cooperatively with the existing post-holders, sharing resources and responsibilities. There is an expectation the new consultant will share in the existing departmental clinical commitments as outlined below.

- Participate fully with colleagues in the activities of the inpatient renal and consult services, including any weekend cover and on call commitments
- Participate in the existing daily departmental commitment to taking over the care of unscheduled general medical admissions
- Participate fully in renal outpatient clinic activity. In the current provision model each consultant delivers 2-3 out-patient clinic sessions weekly at SVHG
- Attend National Maternity Hospital for an outpatient clinic on a monthly basis.
- Participation in the care of ESKD patients on dialysis therapies is a core responsibility of the job. The new consultant will be expected to participate with colleagues in the provision of these services

#### **Staff supervision and training**

- Participate in the selection, supervision and training of non-consultant hospital doctors (NCHDs) and the allocation of duties to them.
- Contribute to the provision of structured training and situational learning opportunities for NCHDs on recognised training programs including HST, BST and GP training schemes and support the clinical and professional development of staff in the nephrology department.
- Provide training and clinical support, as requested, to non-medical staff in the department, including Clinical Nurse Specialists, Advanced Nurse Practitioners and other healthcare workers.
- Supervise students in medical, nursing and allied health professions assigned to the department.

#### **Academic Duties**

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- Engage actively in nephrology department, SVHG and UCD educational activities and in the training and education of undergraduate and postgraduate colleagues.
- Engage in research and audit activities in the department as appropriate to a consultant in nephrology post at SVHG.

### **Clinical Governance**

- Participate actively in the renal departmental clinical operations governance group taking on administrative responsibilities as they are distributed by this group and amongst colleagues.
- Participate in the medical clinical directorate as per HSE policies

Each consultant contributes to the commitments of the service in a number of ways:

- Outpatient clinics and associated multidisciplinary team meetings are consultant led and each clinic has between 1 and 3 consultants present to see new and return patients
- Participate in person at weekly maternal medicine multidisciplinary team discussions based at National Maternity Hospital
- HD and PD – Each consultant has a cohort of dialysis patients, seen regularly and also on an “as needed” basis
- Inpatient service – consultants cover the inpatients with a team of NCHDs, rotating every 2 weeks
- Consults service / advice for regional hospitals – consultants cover the consult service on a 2 weekly rotation
- General medical on call – Participation is on a 1 in 30 basis
- National Kidney Pancreas Programme – the consultant covering the inpatients typically oversees any acute transplants and the chronic patients attend the renal transplant clinic
- Education, training and service development – all consultants participate in journal clubs, tutorials and educational supervision

### **Specific On-Call Duties of the Post:**

#### **Nephrology**

A weekend review service for nephrology inpatients is provided. Consultants and / or 1 member of the renal NCHD team are on site daily at the weekends to review patients. Although not on call, consultants also get occasional phone calls out of hours about urgent issues e.g. renal transplant offers. There is a dialysis nurse on call at all times should the need arise.

#### **National Kidney Pancreas Programme**

There is always a nephrology consultant available to take calls on any acute transplant offers and to advise on any issues that may arise with these patients in the peri-operative period e.g. need for HD.

#### **General internal medicine**

There are approximately 30 medical consultants on this rota. The on-call shifts are for 24 hours and necessitate 2 post call rounds (1 in the evening and 1 in the morning, each typically lasting 2 - 3 hours) and a medical hub meeting. Here patients are distributed between the medical teams according to clinical need. The average number of medical patients admitted on call is currently 30-40 per 24 hours.

**Standard Duties and Responsibilities for all Consultant Posts are as per the Consultant's Contract.**

- Contribute to the safe and efficient operation of the nephrology clinical service at SVUH, working closely with the existing team of nephrologists.
- Develop and expand the current services offered by the nephrology department at SVUH in line with regional (IEHG) demand and national (NRO) strategic objectives.
- Provide direct clinical care for nephrology and internal medicine inpatients in SVUH.
- Partake in the SVUH internal medicine consultant on-call roster.
- Contribute to undergraduate teaching, and postgraduate training of BST/ HST grades within the hospital as per the RCPI.
- Develop and maintain research related activities within the nephrology department and its affiliates.

**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. The hospital structure is currently under review and therefore, reporting relationships may change.**

**Informal Enquiries or Role Specific Enquiries:**

Dr Aisling O'Riordan, Consultant Nephrologist & General Physician, Email: [aisling.oriordan@svhg.ie](mailto:aisling.oriordan@svhg.ie)

**Person Specification**

<b>Factors</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	Registration as a specialist in the Specialist Division of the Register of Medical Practitioners, maintained by the Medical Council in Ireland in the specialties of nephrology and general (internal) medicine.	
<b>Experience (length and type)</b>		Experience at consultant level.
<b>Research and publications</b>	The applicant must have research experience and a publication record	
<b>On-Call Commitment</b>	<p>The post-holder will be required to participate in the SVUH <b>general medical on-call rota</b> on a shared basis with existing consultant colleagues.</p> <p>In line with the working hours provisions of Section 13 of the Public Only Consultant Contract 2023, to support the employer in the delivery of extended consultant-provided services the consultant's core weekly working hours will be scheduled to occur between 8:00am and 10:00pm rostered Monday to Fridays and between 8:00am and 6:00 pm on</p>	

	rostered Saturdays. Rostering will be in line with service need and requirement for surge capacity. Scheduling of work will be completed in accordance with a work-plan (Template documents as per Appendix 3) that will be prepared from time to time by the Employer in respect of the consultant.	
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### **Particulars of Office:**

**The appointment is:** Temporary, Specified Purpose Contract (pending recruitment and appointment of permanent post holder) and Pensionable

**Annual Salary:** Public Only Consultant Contract 2023

€233,527 – €280,513\* per annum pro rata (salary scales: 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.**

**Probationary Period:** A Consultant who currently holds a permanent Consultant appointment in the Irish public health service will not be required to complete a probationary period should (s)he have done so already.

A Consultant will not be required to complete the probationary period where (s)he has for a period of not less than 12 months acted in the post pending its filling on a permanent basis.

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

**Working Hours:** The Consultant is contracted to undertake such duties / provide such services as are set out in this Contract and agreed work schedule in the manner specified for **37 hours** per week (34 SVUH & 3 NMH). To support the Employer in the delivery of extended consultant-provided services the Employee's core weekly working hours will be scheduled to occur between 8.00 am and 10.00 pm on rostered Mondays to Fridays and between 8.00 am and 6.00 pm on rostered Saturdays.

### **Annual, Conference, Course leave:**

All leave or planned absences, other than those described in Clause 19.3 'Sick Leave', Terms and Conditions of Consultant Contract must have prior approval from the Clinical Director / Employer.

The Consultant's annual leave entitlement is 30 working days per annum and as determined by the Organisation of Working Time Act 1997.

### **Sick leave:**

The Consultant may be paid under the Sick Pay Scheme for absences due to illness or injury. Granting of sick pay is subject to a requirement to comply with the Employer's sick leave policy.

### **Travelling & Subsistence Expenses:**

Travelling and subsistence expenses necessarily incurred by a Consultant in the course of duty shall be met on the basis applicable to persons of appropriately senior status in the public sector.

### **External Work (Private Practice):**

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You may not engage in private practice on-site in accordance with the Contract Type. Please refer to Clause 24 of the Public Only Consultant Contract 2023 of the Terms and Conditions of the Consultant Contract.

### **Medical Council Registration**

The appointee should be registered as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of **nephrology and general (internal) medicine**.

### **Clinical Indemnity Scheme**

This post is indemnified by the Clinical Indemnity Scheme. See Clause 34 of the Terms and Conditions of the Consultant Contract.

### **Superannuation/Retirement:**

(a) You will be covered by the terms of the relevant pension scheme as set out in Sections 5 & 6 of DPER circular 19/2012. Appropriate deductions will be made from your salary in respect of your contributions to the scheme. In general, 65 is the minimum age at which pension is payable, however, for appointees who are deemed not to be 'new entrants' as defined in the Public Service Superannuation Miscellaneous Provisions Act 2004 an earlier minimum pension age may apply.

(b) Should you be deemed not to be a new entrant (as defined in the Public Service Superannuation (Miscellaneous Provisions) Act 2004), retirement is compulsory on reaching 65 years of age.

(c) Consultants newly appointed on or after 1st January, 2013 or persons returning to public service employment after a break of more than 26 weeks will be members of the Single Public Service Pension Scheme. The Single Scheme provides for CPI-linked defined-benefit pension awards based on career-average pay. Minimum pension age will be linked to the State Pension age (66 years initially, rising to 67 in 2021 and 68 in 2028). Pension benefits for new entrants will accrue on a standard basis (i.e. one year's credit for one year's service up to a maximum of 40 years' service) while normal abatements of pension provision will apply to all public sector posts. Compulsory retirement age for most members will be 70 years.

Details of the various schemes are available from the Benefits Unit of the HR Department.

### **Disciplinary & Grievance Procedures**

See Appendix 6 & 7 of the Public Only Consultant Contract.

## **Additional Information**

### **St. Vincent's University Hospital**

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St. Vincent's University Hospital is a 614 bedded teaching hospital. The catchment area has a population of approximately 360,000 people and is situated in Dublin Mid Leinster/South Dublin Hospitals Network. The hospital provides a comprehensive range of medical, surgical, radiology, pathology and other services for this region and, at the present time for some areas outside it.

The hospital is part of the teaching facility at University College Dublin and undertakes undergraduate and postgraduate teaching and training. The appointee will have the opportunity of participating fully in all the research and academic activities of the Department of **Nephrology** and will be encouraged to develop their own research interests. They will also be expected to participate in teaching with special emphasis on undergraduates. The appointee will be a member of the Medical Board of St. Vincent's University Hospital.

The appointee will have full access to all the academic facilities available at the St. Vincent's University Hospital site and through its association with the School of Medicine and Medical Sciences, University College Dublin.

### **The National Maternity Hospital**

The National Maternity Hospital is one of the largest maternity hospitals in Ireland, incorporating Maternity, Gynaecology, Neonatology, Community Midwifery Services, Anaesthetics, Fetal Medicine, Fertility, Pathology, Radiology, Maternal Medicine, Perinatal Mental Health, National Neonatal Transfer Service and Urogynaecology.

The hospital provided maternity care to over 6,800 women who gave birth in 2022. There were over 1,100 admissions to our neonatal intensive care unit annually which is recognised as a national referral centre for complicated pregnancies, premature babies, and sick infants. There were over 10,000 attendances for gynaecological and women's healthcare in 2022. One of the hospital's main sub-specialities is the treatment of gynaecological cancer. The Colposcopy Service is funded by the National Cancer Screening Service and is one of the largest units in Europe for such a purpose. Urogynaecology and Ambulatory Gynaecology services are expanding annually to meet the growing needs for women's health services in Ireland. The hospital has also been designated as a regional hub for the development of assisted fertility services.

There are over 1,000 staff members employed in our service. The National Maternity Hospital has a strong reputation for undergraduate and postgraduate medical, midwifery, nursing and allied health professional education programmes, which are highly recognised nationally and internationally. The education programmes are affiliated with University College Dublin and Royal College of Surgeons of Ireland. The hospital is part of the Ireland East Hospital Group (IEHG) and is the lead maternity hospital in the network. Working with our network of hospitals in Mullingar, Kilkenny and Wexford, we aim to share our expertise and knowledge and support the development of maternity, neonatal and gynaecology care within the hospital group

### **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 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.

### **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.

Applications must be made on-line via the careers page on our website: [www.svuh.ie](http://www.svuh.ie) and must also be made in writing, including ten unbound copies of Curriculum Vitae, submitted to:

Consultants Unit, Medical Workforce Division,  
Human Resources  
St. Vincent's University Hospital  
Elm Park  
Dublin 4  
Tel: 01- 221 6041

- Note the closing date(s) for the submission of on-line 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.

- St. Vincent's University Hospital will not be liable for travelling or other expenses incurred by candidates who may be required to attend for interviews.

### **Entry to competition and subsequent appointment**

- For the purposes of eligibility for entry to any competition or recruitment process associated with this post, a candidate must fulfil the eligibility requirements laid down in consultant appointment documents for the post.
- The successful interviewee must be registered as a Specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland before taking up appointment. The candidate will be allowed a max of 180 calendar days from date of interview to secure this registration and produce evidence of special interest training where relevant.
- Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate (or, in the case of HSE posts, the Public Appointments Service may choose not to recommend that candidate to the employer). Should no suitable candidate exist, a further recruitment process may be initiated.
- The employer may decide to make a proleptic appointment(s) as provided for at Section 2 d) of Consultant Contract 2008.

**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 stage of the recruitment process. 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. Candidates will normally be given at least two 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 St. Vincent's University Hospital, Elm Park, Dublin 4 unless it is specifically advised otherwise.

**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.

<b>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.</b>
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**Date: September 2025**