

Job Description and Person Specification

Clinical Nurse Specialist – Oncology (Sarcoma)

Permanent Vacancy

Reference: HR25E253

Closing Date for Applications: Wednesday, 29th October 2025

Interview Date: Tuesday, 18th November 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:	Clinical Nurse Specialist (CNS) - Oncology Sarcoma
Grade:	Clinical Nurse Specialist (CNS)
Professionally accountable to:	Director of Nursing
Key reporting relationships:	Consultants Director of Nursing Directorate Nurse Manager Assistant Director of Nursing, Clinical Nurse Manager 3 where applicable
Key working relationships:	Sarcoma consultant lead, Oncology Consultants, Oncology team including Oncology, ANP, CNS and other Members of the Multidisciplinary team, Day ward staff, Ward Staff.
Working Hours:	37.5 hours 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

The main purpose of this role is to stabilise and contribute to the development of a robust and sustainable multidisciplinary team structure in the delivery of a rapidly expanding Sarcoma within Oncology service. The Oncology Clinical Nurse Specialist will contribute to the overall management of the patients by working as part of the Oncology team taking lead role in Sarcoma services and support other speciality services in Oncology where necessary.

The Clinical Nurse Specialist (CNS), will provide expert treatment and care, coordinate and support patients with sarcoma and oncology patients receiving treatments at an advanced practice level. The post holder will also contribute to advancing the body of knowledge through education, research and audit as well as developing practice with others with regard to this patient group. The post holder will play a key role within the multi-professional team in order to ensure a seamless, co-ordinated approach to care. The post holder will also act as support liaison for staff working in day-care and will led out on initiatives within day-care assigned by the assistant director of nursing. The post holder will have a key role in the development of services within the hospital and the Ireland East Network in alignment with the strategic direction of services and requirements for cancer patients within the hospital and Network group. The primary focus of the post holder will be to ensure that patients receive timely and appropriate care through assessment, planning, implementation and evaluation of care delivery. In conjunction with the Consultant Oncologists, the post holder also provides expertise and specialist nursing services to oncology patients both on the ward and hospital out-patient settings.

Section 3: Principal Duties and Key Responsibilities

- Comply with An Bord Altranais Code of Professional Conduct and Scope of Practice for Nursing.
- Be aware of and act on guidance from the National Council for the Professional Development of Nursing and Midwifery on matters relating to the role of the Clinical Nurse Specialist, with

particular reference to the Clinical Nurse/Midwife Specialist Role Resource Pack published by the Nursing and Midwifery Planning and Development Unit SEHB 2003.

- To be aware of own needs regarding supervision and professional development and to work actively towards meeting these.
- To work in close conjunction with all members of the clinical team to ensure that a cohesive and effective service is provided.
- Ensure patient confidentiality is respected and the dignity of the patient is assured and maintained at all times having regard to the philosophy and ethical code of the Hospital.
- Regularly attend multi-disciplinary meetings to maintain an up to date clinical knowledge base and to promote understanding of roles and responsibilities.
- Have a good insight into the elements needed to support effective and innovative ways of changing clinical methods of working within established practices.
- Establish the role and authority of the post. Act as a role model demonstrating high standards of clinical practice and provide clinical leadership in relevant specialist area.
- Be aware of budgetary constraints and cost implications
- Contribute to the assessment, planning, implementation and evaluation of quality nursing care to patients with sarcoma, in order to increase health gain and quality of life
- In conjunction with the Lead Clinician, devise and update written protocols for patients requiring treatment aimed at maximising quality of patient care.
- Where necessary, make recommendations to improve service.
- Plan, implement and evaluate a Programme for self-administration of drug therapy for patients where necessary. Assess patient suitability for this scheme, setting patient lead targets to achieve outcomes. Produce patient information leaflets where applicable.
- Demonstrate informed nursing practice in holistic assessment, planning and implementation of delivery of high-quality nursing care to patients requiring treatment for all conditions.
- Provide nursing expertise for patients using the service which optimises quality and continuity of care between primary and secondary care.
- To develop nurse led triage service in order to see and, on occasions, treat patients within agreed protocols.
- Establish and develop nurse led patient advisory clinics and make variations in prescribed clinical options within agreed dose parameters and an agreed policy framework
- To assist ward-based staff with discharge planning arrangements aimed at improving quality of life for patients in the home setting.
- Participate in team discussions regarding patient treatment, admission priorities and new policies, evaluating clinical problems, co-ordinate investigations, therapy and patient follow up in order to increase health gain and quality of life for patients.
- Attend multidisciplinary ward meetings as appropriate and feasible, to provide input on patients with whom he/she is involved and to be informed of new patients who may require support.
- Establish and develop nurse led advisory clinics for people with concerns relating to their treatment and educate in relation to options of care and treatment plans available.
- Regular audit of service with patient questionnaire/feedback. Use this as a springboard to assess future service needs/patient service changes.
- Provide specialist support services for patients according to specialty and need, such as a telephone advice service/specialist drop in/ outpatient's service.
- To ensure hospital policies and procedures and National Guidelines pertaining to the Services are adhered to and in line with the Clinical Nurse Manager 3 and Assistant Director of Nursing, monitor standards necessary to support the developing specialist nursing service and practices. Where necessary make suggestions to improve the service.
- Be actively aware of current procedures, policies and standards in relation to specialty and contribute where appropriate in formulating or updating policies and procedures that comply with agreed best practice.
- To provide a first line contact for all staff with queries relating to the specialty

- Maintain awareness of current developments in the treatment and management of these patients. Act as an effective role model for other staff, administering the service through evidence-based practice and patient care initiatives, aimed at improving quality of care.
- Provide a service which optimizes quality and continuity of care between primary and secondary care.
- Contribute to the planning and organisation of out-patient clinics with the multidisciplinary team.
- To assist ward-based staff with discharge planning arrangements aimed at improving quality of life for patients in the home setting.
- Provide a safe environment for patients/ other staff/ self; with due regard to Health, Safety and Risk Management issues.
- Act as a patient advocate within the multidisciplinary team.
- Communicate, negotiate and represent patient's values and decisions in collaboration with other professionals and family members.
- Identify the educational needs of staff and students and liaise with training and academic departments in the delivery of an ongoing programme of education both in the hospital and in the community.
- Provide information and update sessions at ward and departmental level to aid staff and patients in their knowledge and understanding of speciality.
- Be actively involved in the teaching of new staff and post graduate students, in conjunction with relevant personnel.
- Demonstrate responsibility for professional growth by ensuring personal and educational development within an agreed personal development plan.
- Assist in meeting the psychological, emotional and informational needs of patients and their families at the time of diagnosis and throughout treatment. In doing so, demonstrate highly effective communication and information sharing with patients, ensuring a variety of modalities of information is available to patients.
- Educate and support patients/ carers in relation to altered body image, life expectancy and other issues pertaining to patients with chronic illness and refer to appropriate support services as needed. Provide a drop in/ advisory service to meet these needs.
- Ensure patients have access to relevant information enabling understanding of their disease and treatment options. Identify the educational needs of these patients and ensure that these are met through service provision.
- Review, evaluate and improve the educational programmes regularly to optimise patient services and care delivery.
- Membership and participation in appropriate course, conferences and professional organisations, to ensure personal continuing education and professional development using national and local guidelines.
- Promote and contribute to nursing research and clinical audit to improve standards of patient care, ensuring practice is evidence based.
- To initiate and take part in research relevant to the specialty, aimed at optimising patient care/ services. To maintain awareness of current developments in the management of patients receiving treatment and demonstrate knowledge of clinical trials.
- Where clinical trials take place, actively contribute to their effectiveness particularly in relation to informed consent and advocacy.
- Identify areas for nursing research and initiate research projects at unit level, involving other ward/unit nurses to assist in their professional development.
- Assist in audit and evaluation in order to monitor the effectiveness of current therapeutic regimes and to improve health outcomes.
- Facilitate, develop and monitor quality initiatives in line with local and national requirements or guidelines.

- Assist department heads in the collection and correlation of statistical information and data in order to audit the service and aid the planning of future patients/service improvements/initiatives.
- To attend regular meetings to review service performance, hospital and business plan.
- Act as an effective role model for other staff, administering the service through evidence-based practice and patient care initiatives, aimed at improving quality of care.
- Assist the Consultant in the production of an Annual Report and assist the oncology data manager.
- Ensure there is a system of documentation that reflects advanced nursing practice and ensure that staff in clinical areas maintains effective nursing records on patients receiving treatment. Evaluate these records periodically in the interest of safe practice and in line with hospital policy on record keeping.
- Act as a resource nurse for matters relating to specialty and attend managerial and clinical meetings that require specialist-nursing input.
- In all aspects of work demonstrate an ability to work across organisational and professional boundaries.
- Promote collaborative working relationships and effective communication between all members of the multidisciplinary team thereby providing the optimum service for the patient.
- Develop and maintain strong interpersonal skills to communicate efficiently and effectively with colleagues, patients and their families.
- Establish clear referral patterns to, and lines of communication with medical staff, ward staff and relevant professionals (e.g. General Practitioners, Public Health Nurses, Practice Nurses) and act as an expert practitioner aimed at improving patient outcomes.
- Ensure, in co-operation with the Lead Clinician, the most effective and efficient use of developments in information technology for both patient care and administrative support in a manner which integrates well with systems throughout the organization.
- Contribute to the management and outcomes of the Sarcoma MDT with documentation of Oncology decisions /outcomes recorded.
- Implement initiatives which enable team members to ensure efficient and effective treatments are commenced in a timely manner in line with NCCP requirements.
- Support and contribute initiatives which manage unscheduled care safely and efficiently.
- Liaise with pharmacy in the development and updating of chemotherapy protocols.
- Be a role model in providing excellent communication skills and expertise in patient education.
- Provide continuous on-going assessment of information and support needs of patients and carers, signposting to other sources of information and support, referring to specialist services when required.
- Provide practical support and advice to patients and their families with Sarcoma and oncology patients undergoing chemotherapy and assist with assessments of their needs.
- Provide support to colleagues; nursing and other professionals in developing skills and knowledge for this patient group through consultancy and education.
- In conjunction with the MDT devise and update written protocols related to the care of patients with Sarcoma which are aimed at maximising the quality of patient care.
- Develop and regularly audit a set of KPI to monitor the provision of Sarcoma and chemotherapy services (in day-care setting) in line with NCCP requirements.
- Engage regionally and nationally in the development and implementation of standards and clinical management guidelines for the care of patients with Sarcoma.
- Be aware of emerging evidence, new mandates and advances in clinical practice for this patient group.
- Actively engage in risks management and develop action plans to mitigate/eliminate identified risks related to the management of Sarcoma patients.
- Establish and develop with other members of MDT nurse led advisory clinics in day-care for patients receiving chemotherapy in relation to their concerns re; treatment.

- Assist in the role of nurse led triage service and support the telephone symptom management for oncology patients during treatment.
- Provide expert guidance and support for the nurses in day oncology in relation to the patient assessment, Side effect management, cancer treatment protocols, telephone symptom advice and management of unscheduled emergencies.
- Work as a team with Oncology CNS Colleagues with cross cover where necessary.

The post holder's practice is based on the five core concepts of Clinical Nurse Specialist 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
- Consultancy

Section 4: Competencies

Clinical Focus

- Articulates and demonstrates the concept of nursing and midwifery specialist practice within the framework of relevant legislation, the Scope of Nursing and Midwifery Practice Framework (NMBI 2015), The Code of Professional Conduct and Ethics (NMBI 2014) and Guidelines for Midwives (An Bord Altranais 2001).
- Possesses specially focused knowledge and skills in a defined area of nursing or midwifery practice at a higher level than that of a staff nurse/midwife.
- Performs a nursing/midwifery assessment, plans and initiates care and treatment modalities within agreed interdisciplinary protocols to achieve patient/client-centered outcomes and evaluates their effectiveness.
- Identifies health promotion priorities in the area of specialist practice.
- Implements health promotion strategies for patient/client groups in accordance with public health agenda.

Patient Client/Advocacy

- Enables patients/clients, families and communities to participate in decisions about their health needs.
- Articulates and represents patient/client interests in collaboration with the interdisciplinary team.
- Implements changes in healthcare service in response to patient/client need and service demand.

Education and Training

- Provides mentorship, preceptorship, teaching, facilitation and professional supervisory skills for nurses and midwives training and other healthcare workers.
- Educates patients/clients, families and communities in relation to their healthcare needs in the specialist area of practice.
- Identifies own Continuing Professional Development (CPD) needs and engages accordingly.

Audit and Research

- Identifies, critically analyses, disseminates and integrates nursing/midwifery and other evidence into the area of specialist practice.
- Initiates, participates in and evaluates audit.
- Uses the outcomes of audit to improve service provision.
- Contributes to service planning and budgetary processes through use of audit data and specialist knowledge.

Consultancy

- Provides leadership in clinical practice and acts as a resource and role model for specialist practice.
- Generates and contributes to the development of clinical standards and guidelines.
- Uses specialist knowledge to support and enhance generalist nursing/midwifery practice.

Section 5: Training and Education

- Organise and ensure the provision of continuing nursing education of all staff and participation in teaching, guidance and assessment of staff and students.
- 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 particularly in the specialist area of nursing.
- Keep abreast of research and developments in nursing and facilitate and contribute to nursing research.
- In association with staff members, develop and implement an orientation Programme for new nursing and ancillary staff.
- Attend regular study days and conferences to maintain current knowledge of critical care patients.
- Work closely with Practice Development Co-Ordinator, Clinical Placement Co-Ordinator's, and the staff in the Nurse Education Centre in leading and supporting relevant education and training Programme.

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.

Section 6: Person Specification, Clinical Nurse Specialist

Eligible applicants will be those who on the closing date for the competition:

Factors	Essential	Desirable
Qualifications	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	<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• Have successfully completed a post registration programme of

	<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>Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area.</p>	<p>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 8 award, or higher relevant to the specialist area of Oncology Nursing</p> <p>OR</p> <ul style="list-style-type: none"> • Can provide written evidence from higher education institute that they have achieved the number of ECTS credits equivalent to a Level 8 award or higher standard, relevant to the specialist area of prior to application • Have undertaken or agree to undertake, within an agreed timeframe, the Nurse/Midwife Prescribing of Medicinal Products education programme
Experience (length and type)	<p>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)</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 Oncology Sarcoma Care.</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 that is relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice</p>	<ul style="list-style-type: none"> • Previous management experience or Clinical nurse specialist experience • At least five years recent post-registration nursing experience in an acute hospital setting • A minimum of two years nursing experience in the specialist area of Oncology / Sarcoma nursing.

	<p>as set out by the National Council for Nursing and Midwifery 4th ed (2008).</p> <p>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). Oncology Sarcoma of care prior to application* (See **Note 1 below).</p> <p>Note 1:</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.</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>	
Knowledge	<p>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.</p> <ul style="list-style-type: none"> • Knowledge of nursing guidelines, policies, procedures and protocols, applicable to ward area / speciality • Understanding of the requirements of the pre-registration nursing degree education programme • Knowledge of clinical learning objective for pre-registration and post-registration (where relevant) nursing students. 	<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

	<ul style="list-style-type: none"> • Detailed understanding of the application of <i>Scope of Nursing Practice Framework</i> • Broad based knowledge of current nursing research issues pertinent to the ward area / speciality • Understanding of clinical audit and standard setting 	
Management Competencies	<p>Awareness of the role and scope of the CNS</p> <p>Possess the following Generic nurse specialist competencies:</p> <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.	

Informal Enquiries or Role Specific Enquiries: Ms Mini Moby, Directorate Nurse Manager Cancer Service, Email: m.moby@svuh.ie

Particulars of Office:

The appointment is: Whole-time, Permanent, and Pensionable

A panel may be formed to fill upcoming permanent / temporary vacancies in the next six months.

Annual Salary: €61,463 - €77,666 LSI 1 (01/08/2025) per annum pro rata (Clinical Nurse Specialist, 2632)

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.

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Working Hours: The person appointed will work a basic 37.5 hour week. You will be required to work the agreed roster / on call arrangements advised to you by your line manager.

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

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 wellbeing 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 \(stvincents.ie\)](https://www.stvincents.ie/protected-disclosures)

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>

- 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.

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.

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

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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. All interviews are held remotely 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, 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: October 2025