



Job Description and Person Specification

Candidate Advanced Nurse Practitioner/ Advanced Nurse Practitioner – HPB Perfusion

Permanent Vacancy

Reference: HR25E301

Closing Date for Applications: Thursday, 01st January 2026

Interview Date: Tuesday, 20th January 2026

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) – Pancreatic/Hepatobiliary
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:	Hepatobiliary Surgical Consultants
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:	Hepatobiliary Consultants and NCHD team, Multidisciplinary Team, Clinical Director Peri-operative Directorate, Nursing Executive team, Cancer Services, Human Resources Directorate, Finance Directorate, ICT, Clinical Services, Facilities Management, Health and Social Care Professionals, Medicine, Nurse Managers, Nursing, HCA's and all members of Multidisciplinary Teams.

Section 2: Job Summary

The key role of the ANP is to provide a clinical service and to act as a resource for colleagues in the management of patients both preoperative, intraoperative and organs that require machine perfusion . The main focus of the ANP is to ensure that this specialised patient cohort receive timely and appropriate care through assessment, planning, implementation and evaluation of care delivery, and follow-up

Purpose of job:

The post holder is responsible for perfusion services to the St. Vincent's Hospital Liver Transplant and Organ Retrieval Team.

Duties include but are not limited to:

- Participate in a 24-hour on-call rota to ensure 24/7 coverage for perfusion technology in the transplant and organ retrieval teams, averaging no more than 1:5.
- Train to operate the Ex situ machine perfusion when required during ex situ liver assessment and conditioning.
- Train to operate the venous-venous bypass machine as well as cell saver when required during liver transplantation.
- Train and provide cross-cover and undertake cold organ perfusion as a member of the St. Vincent's organ retrieval team. The retrieval component of the post will involve partaking in a retrieval rota that, when fully staffed, will consist of teams of individuals including (a) two senior retrieval surgeons (fellows) (b) scrub nurse and/ or ANP (this role does not involve scrubbing for the retrieval procedure). Until the teams are fully staffed or when more than one retrieval happens in a 24-hour period the rota maybe more onerous.
- Participate in machine perfusion audits and ongoing transplant meetings. Utilize analysis of audits to facilitate service development.
- Liaise closely with practitioners across St. Vincent's Hospital to accumulate specialist expert knowledge and act as a reference point. Maintain an interest in the specialty and demonstrate a willingness to learn and develop the service with new and emerging technologies related to organ perfusion.
- Ensure maintenance of perfusion machines and equipment, ensuring adequate stock levels of consumables.
- Support the St. Vincent's Liver Transplant Service by completing and returning appropriate liver transplant forms to the relevant authority.
- Support the St. Vincent's HPRA licensing process by undertaking ad-hoc tasks, such as temperature and fridge checks, related to the licensing (HPRA) . Lead and participate in teaching and audits related to this.
- Attend monthly QSG meetings and present perfusion data and other activity data as discussed with clinical lead.
- Comply with the relevant professional code of conduct and demonstrate knowledge and application of departmental policies and procedures.

It is envisaged that the post will be structured with a regular working week and include weekend and night call with additional call as required to cover the three main clinical roles as stated above (organ machine perfusion, veno-venous bypass and organ donor retrieval service to manage cold perfusion only).

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:

The ANP will gain increased competence in applying 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 undergoing Transplant surgery.
- Collaborating with his/her supervisor and local stakeholder group to scope the caseload and scope of practice for the RANP (Veno-venous bypass, machine perfusion and organ retrieval).
- 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 organ procurement and transplant service.
- 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.
- Articulating and promoting the advanced practice nursing service in clinical 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:

- Conducting a comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols and guidelines to determine diagnoses and inform autonomous advanced nursing care.
- Synthesising and interpreting assessment information particularly history including prior treatment outcomes, physical findings and diagnostic data to identify and to determine patients at risk and subnormal states of health.
- Demonstrating timely use of diagnostic investigations to inform clinical-decision making.

See attached Appendix B

Knowledge and Cognitive Competences

The RANP/cANP (Veno-venous bypass, machine perfusion and organ retrieval) will actively contribute to the professional body of knowledge related to his/her area of advanced practice by enhancing his/her capability to:

- 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 (Veno-venous bypass, machine perfusion and organ retrieval) will negotiate and advocate with other health professionals to ensure the beliefs, rights and wishes of the person are respected by gaining increased competence and capability to:

- 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.

Management and Team Competences

The RANP/cANP (Veno-venous bypass, machine perfusion and organ retrieval) 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 direction of organ procurement and machine perfusion).
- 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. The cANP will ensure the KPI's will have a clinical nursing focus as well as a breakdown of activity in nursing HPB conditions, 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 Directorate Nurse Manager the RANP/cANP will identify and develop Nursing KPI's for HPB conditions, collect and collate

data which will provide evidence of the impact and effectiveness of the interventions undertaken.

- The RANP/cANP 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 Cancer Care Programme 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

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

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>	<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

	<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> <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>	<p>nurse specialist in the relevant Nursing area.</p> <ul style="list-style-type: none"> • Satisfactory nursing experience including not less than five years' experience in a senior nursing post or posts • 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

		<ul style="list-style-type: none"> • Advanced leadership, communication, collaboration and influencing skills • Experience of influencing and effecting change • 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
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		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: Mr Karl Pratt-O'Brien, Hepatobiliary & Pancreatic Transplant Services Directorate Nurse Manager, Email: K.PrattOBrien@st-vincent's.ie

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).

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 \(stvincents.ie\)](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 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: December 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.

APPENDIX B

3.2 CLINICAL RESPONSIBILITIES (decision making competences)

The WTE post holder will work Monday to Friday, 09:00 – 17:00. **Working hours to be Checked**

On-call shifts relate to weekday hours from 17:00 to 09:00 and all hours on weekends. **Working hours to be checked**

The post holder will participate in an on-call rota to cover all machine perfusion services, averaging no more than 1:5. **To be checked**

The post holder will undertake Organ Perfusion (during the Organ Retrieval Procedure/Donor Hospital) and specifically:

- 1.1 Maintain readiness to respond to on-call notification from the duty St. Vincent's transplant coordinator and be prepared to travel to St. Vincent's within 1 hour of call-out at any time during the 24-hour period for DCD or DBD retrievals.
- 1.2 Arrive at St. Vincent's, collect the necessary consumables kit and ice boxes containing the organ preservation solutions from the relevant room, and transport these to the muster point at the entrance to the hospital before the agreed departure time.
- 1.3 Maintain contact with the duty St. Vincent's transplant coordinator as appropriate.
- 1.4 Travel via ambulance with the rest of the organ retrieval team to the hospitals where the organ donors are located and remain with the team for the entire duration of the procedure.
- 1.5 Follow the team into the operating theatre suite at the donor hospital with the consumables kit and organ boxes; set up the organ perfusion lines, and collect required blood and tissue samples as needed throughout the procedure.
- 1.6 Complete the necessary documentation required by relevant authority and St. Vincent's transplant services, under the supervision of the lead surgeon.
- 1.7 Set up, prime, operate, and troubleshoot the perfusion sets used during the organ retrieval.
- 1.8 Provide direction to the team as necessary regarding the needs for DCD or DBD retrievals.
- 1.9 Ensure that the Perfusion forms are recorded correctly.
- 1.10 Assist with any other technical tasks in the operating theatre during the organ donor procedure as required by the lead surgeon. Liaise as necessary with the coordinator who will be in theatre to arrange transport.
- 1.11 Perform all duties with professionalism and respect within the organ donation process, the donor hospital, and among local staff members.
- 1.12 Upon return to St. Vincent's, return the consumables kit and boxes to the appropriate storeroom and repack the consumables kit in preparation for the next call-out. This step is carried out in conjunction with the retrieval nurse.
- 1.13 Submit the completed perfusion immediately to be processed by Transplant data manager.

The post holder will undertake Normothermic or Hypothermic Machine Perfusion and specifically:

- 1.14 Participate in a 1:5 24-hour on-call rota to cover machine perfusion in transplantation.
- 1.15 Set up, operate, and troubleshoot the Organ perfusion machine when required for ex situ machine perfusion of the liver.

- 1.16 Collect samples in accordance with Organ perfusion machine SOP. Facilitate samples to the Biochemistry unit as necessary for LFT analysis, and record results.
- 1.17 Run arterial blood gases and make corrections in line with SOP guidelines.
- 1.18 Communicate results to the transplanting consultant promptly and accurately.
- 1.19 Facilitate the removal of the liver from the machine in preparation for transplantation.
- 1.20 Dispose of the disposable set in accordance with St. Vincent's waste disposal guidelines.
- 1.21 Restock consumables at the end of each case to ensure preparedness for subsequent call-outs.

The post holder will undertake venous-venous bypass and specifically:

- 1.22 Set up, operate, and monitor the venous-venous bypass system during liver transplantation procedures, ensuring optimal function and patient safety.
- 1.23 Collaborate with the surgical team to maintain effective communication and adherence to established protocols throughout the procedure.
- 1.24 Perform routine checks and maintenance of the venous-venous bypass equipment before, during, and after the procedure to ensure reliability and safety.
- 1.25 Document all venous-venous bypass activities, including setup, operation, and any issues encountered, ensuring accuracy and compliance with departmental standards.
- 1.26 Engage in ongoing training and updating of skills related to venous-venous bypass techniques, participating in case reviews and discussions to enhance service delivery.
- 1.27 Restock the consumables at the end of each case for subsequent call-outs.

In addition:

- 1.28 Show interest in, enthusiasm for, and awareness of new and emerging techniques and technologies used in liver perfusion and transplantation, including but not limited to hypothermic machine perfusion technology in liver transplantation.
- 1.29 Work collaboratively with colleagues to provide a resilient 24/7 service and offer internal coverage for sickness and holidays.
- 1.30 Provide cross-cover for the Organ Retrieval and cold perfusion team as needed.
- 1.31 Regulate practices for self and team in accordance with St. Vincent's risk management procedures.
- 1.32 Maintain a visible professional presence where patients, carers, and staff can turn for assistance, advice, and support, ensuring the delivery of both fundamental and specialist aspects of care