

Job Description and Person Specification

Clinical Nurse Specialist / Candidate Clinical Nurse Specialist – Multi Organ Transplant

Permanent Vacancy

Reference: HR26E041

Closing Date for Applications: Thursday, 19th February 2026

Interview Date: Tuesday, 03rd March 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:	Clinical Nurse Specialist (CNS) / Candidate Clinical Nurse Specialist (cCNS) – Multi Organ Transplant
Grade:	CNS / cCNS
Professionally accountable to:	Director of Nursing
Key reporting relationships:	Assistant Director of Nursing
Key working relationships:	Members of the multidisciplinary teams, ADONs in Out of Hours, clinical and non-clinical services personnel Bed Management, National and International Transplant Services, Medical/Therapists/ Office/Education Facilitators/ Health & Safety, Risk Management, Community Health Practitioners/ University Institutions/General Public/ Media/ Stakeholders/ Practitioners within referral centres / Organ Donation Transplant Ireland (ODTI) /NHS Blood & Transplant (NHS BT)
Working Hours:	37.5 per week working as required while maintaining a flexible schedule to be available to staff in out of hours as deemed necessary. To participate in the on-call roster providing an on-call service for organ transplantation activities, both locally and nationally.

Section 2: Job Summary

Purpose of the post:

The post holder has professional responsibility to ensure the highest standard of personalised nursing care is delivered to patients and their families in partnership with all members of the multi-disciplinary team by participating in the transplant programmes ensuring an effective, high-quality service is provided for the transplant patients and their carers.

To participate in providing an on-call service for organ (Pancreas/ Islet cell/ Kidney/ Liver) transplantation activities, both locally and nationally, co-ordinating the assessment process, listing and maintenance of the liver/pancreas/islet cell waiting list for Irish patients awaiting a liver/pancreas/islet cell transplant. The provision of nurse led clinics for follow-up of patients who have received a transplant with overall responsibility for own caseload and supervision of the assessment of care needs and the delivery and maintenance of optimal care outcomes.

Providing expert professional and clinical care, as well as to advise patients, carers, multi-disciplinary team, specialist professional groups, Health Administrations and Advisory Bodies and for the provision of specialist education and training programmes regarding all aspects of Liver/Kidney/Pancreas/islet cell transplantation and the promotion of the benefits of organ donation/transplantation.

Maintain an effective communication network nationally for issues concerning the liver/pancreas/islet cell transplant service within Ireland.

The post holder will work as a practitioner within SVUH providing a specialist clinical service Ireland wide for Liver/pancreas/islet cell and kidney transplantation and organ transplantation on call. This specialist service also has a requirement to liaise with other National & International transplant services.

The post holder has direct responsibility for developing and implementing nurse-led follow-up clinics within the overall service provision for patients within the transplant speciality.

The post holder has clinical responsibility for their own group/caseload of patients within the specialty of Liver, Kidney, pancreas/islet cell transplantation.

Principal Duties and Key Responsibilities

Professional

- Practice at all times within the Nursing and Midwifery Council Code of Professional Conduct.
- Develop the role by using evidence-based practice and continuously improving own knowledge.
- Conduct clinical evidence-based practice in accordance with guidelines & clinical standards. (E.g. immunosuppressive therapy for transplant patients).
- Act as an exemplary professional role model for leading specialist nursing services.
- Attend relevant study days/ courses to enhance skills and knowledge appropriate to the Transplant Coordinator role.

Leadership and Management

- In conjunction with the line manager develop objectives and standards of practice to support the service aims and continually monitor, evaluate and participate in the process of change of these services provided to ensure that the highest professional standards are maintained and audited in accordance with HSE and the Nursing & Midwifery Council
- Direct specific initiatives within the multidisciplinary team, in the development, implementation and maintenance of evidence-based policies, procedures, standards and protocols in the performance of the TC role in the transplantation service throughout Ireland.
- Develop and maintain influential relationships with consultant medical staff, anaesthetists, intensivists, nursing staff, retrieval teams, laboratory and other relevant staff from referring hospitals in the advancement of the transplant process.
- Establish and maintain specific lines of communication with transplant surgeons, other recipient transplant coordinators, ODTI, ward staff, consultants and other relevant staff in existing and potential donating centres in relation to organ transplantation.
- Lead the application of quality initiatives with the aim of improving the organ transplantation programme and promoting further developments of the service.
- The post holder is not responsible for managing the budget but needs to be aware of the resources available and the need to work within the financial framework.
- Liaise with SVUH/ODTI/HPRA ensuring relevant documentation including audit requirements are met.
- Take personal responsibility to ensure that National Guidelines / Standards of Practice for organ transplant are met.
- To participate in the 24-hour a day, 365 days per year on-call roster providing an on-call service for organ transplantation activities. This requires the provision of a robust rota to provide an on call service to take organ referrals nationally from donors, taking appropriate action with respect to the organisation of the organ transplant process.
- Has an awareness and understanding of SVUH complaints policy.

- Works within the Directorates responsible for clinical and staff governance and participates in clinical supervision and governance framework with the Transplant Coordinator team

Clinical

Recipient Programme:

- Arrange and participate in the assessment of the potential organ (Liver/pancreas and /or islet cell/kidney) recipient patient. The assessment process will take the format of preparing and counsel potential recipients and their carers regarding transplantation taking responsibility for ensuring they are given clear and sensitive information to help them make an informed decision about their transplant options. This requires communicating highly sensitive and complex information to patients where there may be barriers to understanding and acceptance, using a high level of communication skills.
- Taking a lead in the organisation of the assessment investigations and interpretation of results working with the Transplant team, leading to the formal registration of the patient on the National Transplant Waiting List.
- Maintain the Liver/pancreas/islet cell Kidney Transplant Waiting List, recording changes to patient's health status as notified by referring physicians and subsequent documentation of these actions.
- Provide support, information, advice and education to patients and their careers.
- Provide on call cover as required for the pancreas, islet cell, renal and liver transplant programmes.
- Receive and process calls regarding notification of an organ (pancreas, islet cell, kidney or liver) offer from ODTI taking appropriate action in respect to identifying blood group, the highly complex tissue matches and the identification of suitable recipients on the active transplant list. Discuss referral, organ allocation and acceptance with appropriate medical staff as per protocols.
- Undertake all necessary arrangements for the transplant operation. This includes organising the arrangements for the potential recipient to attend hospital, liaising with operating theatre staff, ward staff, laboratory staff and the other members of the team participating in the transplant operation. Pre discharge: participate in the care of the patient and carers by offering support, information, health education and advice.
- Provide nurse-led clinics for long-term follow-up of Liver/pancreas/islet cell/ kidney transplant recipients working as an independent practitioner within the transplant outpatient clinic. Review patients while adhering to set protocols and/or using own clinical judgement. Liaise with medical colleagues and the multidisciplinary team regarding patient care.
- Provide a national outreach service, giving clinical and educational advice on all aspects of pancreatic transplantation allowing equity of access to this speciality.
- In conjunction with the pancreas, islet cell and liver transplantation teams, draw up, review and update protocols regarding Liver/pancreas and islet cell and kidney transplant programmes.

Audit/Research

- Collect, analyse and present data resulting from transplantation both locally and nationally to influence best practice.
- Prepare, and provide comprehensive statistics and outcome reports to inform the audit process associated with the services.
- Promote, develop and initiate research and clinical audit programmes to support best practice, which is research, and evidence based and leads to continuous improvements in care and influence best practice locally, Nationally & Internationally.

Education

- Promote, educate, influence and advise, providing expert advice on Liver/pancreas/islet cell/kidney transplantation, health and lifestyle activities, condition and treatment options to patients, carers, health care professionals including senior clinicians in the primary and secondary healthcare setting and the general public.
- Develop, provide support and evaluate appropriate multidisciplinary specialist education and training programmes and lead in the development and the delivery of specialist education programmes regarding transplantation within a core curricula for institutes of higher education including medical schools, post graduate medical centres, colleges of nursing, healthcare professionals within key target areas and in all disciplines in the primary and secondary care settings.
- Prepare, plan & deliver study days and seminars for healthcare professionals, extending to other non SVUH organisations promoting and educating about the benefits of transplantation and the need for organ/tissue donation.
- Ensure that the on-going personal development, professional education and research needs are identified and met.

Assignment and Review of Work

- The post is largely self-directed and self-generated in response to the needs of patients in the Liver/pancreas/islet cell/ kidney transplant service.
- Work is reviewed by the line manager /Clinical Lead.
- Clinical consultation skills are reviewed by the consultant transplant surgeon and/or consultant physician in accordance with the outpatient follow- up protocol.
- The Post Holder will have a Professional Personal Development Plan, which is reviewed annually by the line manager.
- The post holder undertakes a competence review, which is reviewed by the Responsible Person annually.
- The post holder is expected to make clinical and professional autonomous decisions on a daily basis, including the provision of advice to the multidisciplinary team.
- The post holder is expected to make operational judgements within the transplant service.
- Informing clinical decision making with regard to patient's health care, through stringent monitoring of the patient's condition and acting on clinical judgements.
- The post holder is expected to review and act on clinical results, requesting further investigations as appropriate and agreed with clinical team and national protocols.
- Acting as the patients advocate to ensure their rights are upheld.
- Recognising staff performance issues and appraising accordingly.

Section 3: 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 4: 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 staff are aware and in compliance with current Hospital policies, procedures and guidelines.
- 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.
- Ensure all staff have met and signed off on their annual continuous professional development plans. Develop learning contracts, which link to organizational and speciality specific objectives.
- Be responsible for people management and lead the introduction and promotion of management tools and initiatives such as Team Based Performance Management, Key Performance Indicators. Continuous Professional Development, Legal Framework and Learning Needs analysis.
- Attend regular study days and conferences to maintain current knowledge.

- Work closely with Practice Development Co-ordinator, Clinical Placement Co-ordinators, and the staff in the Nurse Education Centre in leading and supporting relevant education and training programmes.

Section 5: Person Specification

Factors	Essential	Desirable
Qualifications	<p>Be a registered nurse/midwife on the active Register of Nurses or Midwives held by An Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.</p> <p>AND</p> <p>Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered.</p> <p>OR</p> <p>In exceptional circumstances, which will be assessed on a case by case basis be registered in another Division of the register of Nurses and Midwives.</p> <p>AND</p> <p>Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award (equivalent to 60 ECTS or above) that is relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard (60 ECTS or above), relevant to the specialist area of care and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). * (See **Note below).</p>	<ul style="list-style-type: none"> • Management Qualification

	<p>OR</p> <p>If the applicant does not possess the relevant QQI NFQ Level 9 qualification, the applicant will be supported to undertake the required postgraduate education, at QQI NFQ level 9 qualification (equivalent to 60 ECTS or above) relevant to the specialist area.</p> <p>**Note:</p> <p>For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026. The clinical experience requirements for this cohort of nurses/midwives remain consistent with the DoH (2019) policy, i.e. a minimum of 1 years' experience in practice and a minimum of 1 years' experience in the specialist area and they could be supported to progress on a candidate CNS/CMS Pathway.</p> <p>All of the above must be achieved within 2 years for this pathway.</p> <p>AND</p> <p>Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area or will be supported to obtain the required CPD.</p> <p>AND</p> <p>Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice</p> <p>OR</p> <ul style="list-style-type: none"> • Meet the requirements in Appendix 1 (see below) 	
<p>Experience (length and type)</p>	<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</p> <p>AND</p>	<ul style="list-style-type: none"> • Previous management experience • Previous experience with transplant patients

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

Mr. Karl Pratt-O'Brien, HPB and Transplant Directorate Nurse Manager, Email: kprattobrien@svhg.ie

Particulars of Office:

The appointment is: Wholetime, Permanent, Pensionable

Annual Salary:

€57,208 - €67,372 – Candidate Clinical Nurse Specialist (2697) **(01/02/2026)** per annum pro rata

€62,078 - €78,443 – Clinical Nurse Specialist (2632) LSI 1 **(01/02/2026)** per annum pro rata

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

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

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

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

Working Hours: The person appointed will work a 37.5 hour week based on 1.0 WTE.

Annual leave entitlement: 25 days per annum pro rata (26 after 5 years and 28 after 10 years qualified excluding breaks and 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 well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Policies / Legislation:

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

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

Protected Disclosure Policy

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

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

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.

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

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

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

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

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

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

Canvassing will automatically disqualify.

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

Competency based interviews follow the shortlisting stage of the recruitment process. Credit is awarded by the interview panel to candidates who demonstrate at interview that they possess the experience, competencies and skills listed in the person specification. Candidates will normally be given at least one weeks' notice of interview. 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, 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: February 2026

Appendix:

Guidance on Eligibility where a post-registration programme in Nursing/Midwifery clinical practice relevant to the specialist area, at level 8 or higher, has not been developed.

Where the applicant has achieved a formal recognised post-registration major award in Nursing/Midwifery clinical practice at level 8 or above, not in the area of specialist practice, the applicant must additionally demonstrate the following:

(i) The applicant must have successfully undertaken formal recognised post-registration clinical education and have acquired a relevant QQI award at Higher Certificate or higher or (ii) provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 8 or above, relevant to the area of specialist practice – name the area prior to application.

Or

(ii) In circumstances where a QQI award or modules relevant to the area of specialist practice is not available, the applicant must demonstrate that he/she has successfully undertaken a substantial course/programme relevant to the specialist practice prior to application*, which should be either academically accredited or endorsed by a relevant professional association.

And

(iii) The candidate must demonstrate relevant and ongoing continuous professional development (CPD).

***Note:** Services can refer to their local NMPDU for guidance in relation to assessing individual cases.