

## **Job Description and Person Specification**

### **Candidate Clinical Nurse Specialist / Clinical Nurse Specialist – Renal Therapies**

#### **Permanent & Temporary Vacancies**

**Reference: HR26E074**

**Closing Date for Applications: Tuesday 07<sup>th</sup> April 2026**

**Interview date: Wednesday 22<sup>nd</sup> April 2026**

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

Contact: +353 (1) 221 6062 or [recruitment@svuh.ie](mailto:recruitment@svuh.ie)

## **Section 1: Accountability and Working Relationships**

<b>Job title:</b>	Candidate Clinical Nurse Specialist (cCNS) / Clinical Nurse Specialist (CNS) – Renal Therapies
<b>Grade:</b>	Candidate Clinical Nurse Specialist/Clinical Nurse Specialist
<b>Professionally accountable to:</b>	Director of Nursing
<b>Key working relationships:</b>	Director of Unscheduled Care, Consultants, Assistant Director of Nursing, Clinical Nurse Manager 3, Unscheduled Care, Consultants, Members of the Multidisciplinary Team, Ward Staff
<b>Working Hours:</b>	37.5 hours per week working as required while maintaining flexible schedule to be available to staff in out of hours as deemed necessary.

## **Section 2: Job Summary**

### **Purpose of the Post**

The area of specialty is a defined area of Renal / Nephrology nursing practice responsible for cross covering the nephrology clinics, peritoneal dialysis, and haemodialysis. This requires application of specially focused knowledge and skills, which are both in demand and required to improve the quality of patient/client care.

This specialist role will encompass a major clinical focus in Renal Therapies, which comprises assessment, planning, delivery and evaluation of care given to patients/clients whilst also providing education to patients and their families in hospital and in a community setting. The CNS will provide consultancy in education and clinical practice to nursing colleagues and the wider interdisciplinary team.

The Renal Therapies clinical nurse specialist (CNS) will work closely with medical and Allied Healthcare Professional colleagues and may make alterations in prescribed clinical options along agreed protocol driven guidelines (through nurse led education clinics).

The role of the Clinical Nurse Specialist is to deliver specialist individual nursing expertise, education and a management consultation service to patients, their relatives and members of the multidisciplinary team in all areas of the speciality. The post holder will also be expected to contribute to nurse led quality initiatives which meet national, regional and local standards within the speciality.

## **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.
- 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.
- 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 the nephrology specialist area.
- Be aware of budgetary constraints and cost implications
- Contribute to the assessment, planning, implementation and evaluation of quality nursing care to patients, 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.
- 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.
- To assist ward based staff with discharge planning arrangements aimed at improving quality of life for patients in the home setting.
- Participate in MDT 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.
- Establish and develop nurse led education / 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 such as a telephone advice service/specialist drop in/ outpatients 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. To provide a first line contact for all staff with queries relating to the speciality.

- 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.
- Contribute to the planning and organisation of out-patient clinics with the multidisciplinary team.
- 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 the 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.
- Review, evaluate and improve the educational programmes regularly to optimise patient services and care delivery.
- Membership and participation in appropriate courses, 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 speciality, 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.
- Ensure there is a system of documentation that reflects advanced nursing practice and ensure that staff in clinical areas maintain 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.
- 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 organisation.

### **Section 3: Competencies**

#### **Clinical Focus**

- Articulates and demonstrates the concept of Renal / Nephrology nursing specialist practice within the framework of relevant legislation, the Scope of Nursing and Midwifery Practice Framework (An Bord Altranais 2000a), The Code of Professional Conduct (An Bord Altranais 2000c) and Guidelines for Midwives (An Bord Altranais 2001).
- Possesses specially focused knowledge and skills in the Renal / Nephrology specialty area of nursing practice.
- Performs a nursing 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**

- Organize 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-ordinators, and the staff in the Nurse Education Centre in leading and supporting relevant education and training programmes.

### **Section 5: Person Specification, Clinical Nurse Specialist**

<b>Factors</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	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.	<ul style="list-style-type: none"> <li>• Teaching and assessing course</li> <li>• Competence in the use of information technology</li> </ul>

	<p><b>AND</b></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><b>OR</b></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><b>AND</b></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>	
--	---	--

	<p><b>OR</b></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><b>**Note:</b></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><b>AND</b></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><b>AND</b></p> <p>Have the ability to practice safely and effectively fulfilling his/her professional</p>	
--	---	--

	<p>responsibility within his/her scope of practice</p> <p><b>OR</b></p> <p>Meet the requirements in Appendix 1 (see below)</p>	
<b>Experience (length and type)</b>	<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><b>AND</b></p> <p>Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area</p> <p><b>OR</b></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><b>AND</b></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><b>OR</b></p> <p>Meet the requirements in Appendix 1 (see below)</p>	<ul style="list-style-type: none"> <li>• Previous management experience</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of nursing guidelines, policies, procedures and protocols, applicable to ward area / speciality</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of own career development and personal development plan</li> </ul>

	<ul style="list-style-type: none"> <li>• Understanding of the requirements of the pre-registration nursing degree education programme</li> <li>• Knowledge of clinical learning objective for pre-registration and post-registration (where relevant) nursing students.</li> <li>• Detailed understanding of the application of <i>Scope of Nursing Practice Framework</i></li> <li>• Broad based knowledge of current nursing research issues pertinent to the ward area / speciality</li> <li>• Understanding of clinical audit and standard setting</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of methods of clinical proficiency assessment</li> <li>• Understanding of acute hospital Accreditation process</li> <li>• Broad understanding of current developments in the nursing profession</li> </ul>
<b>Management Competencies</b>	<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"> <li>• Clinical focus</li> <li>• Patient/client advocacy</li> <li>• Education and training</li> <li>• Audit and research</li> <li>• Consultancy</li> </ul>	
<b>Health</b>	<p>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.</p>	
<b>Character</b>	<p>Candidates for and any person holding the office must be of good character.</p>	

**Informal Enquiries or Role Specific Enquiries:**

Ms Michelle McQuaid, Clinical Nurse Manager 3, **Email:** [MMCQUAID@svhg.ie](mailto:MMCQUAID@svhg.ie)

### **Particulars of Office:**

**The appointment is:** Whole-time, permanent, temporary and pensionable

A panel may be formed to fill future vacancies.

**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:**

€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.

**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 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://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](http://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](http://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 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 16<sup>th</sup> 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.

### **Benefits of working at St Vincent's University Hospital**

St. Vincent's University Hospital is a recognised *Employer of Choice* in Ireland and was the first public hospital to be awarded *Joint Commission International Accreditation* in February 2010. The range of benefits of working in the hospital includes:

- Competitive salary and increments
- Defined benefit pension scheme
- Paid maternity leave scheme
- Access to excellent learning and development opportunities
- Support, including leave and/or financial, is available to employees for approved courses
- Onsite and online library facilities
- Subsidised staff restaurant
- Various flexible working hours options available in many areas
- Time off and leave options to promote work life balance and family friendly working arrangements
- Subsidised pharmacy - employees may purchase discounted medication from the Pharmacy on production of a prescription resulting in significant savings.
- Generous sick pay scheme and Occupational Health Services to support attendance including free flu vaccination for employees
- Access to subsidised gym facilities
- Access to health services credit union
- Group discount on health insurance
- Free membership of Groupschemes.com which provide hundreds of discounts to members of the scheme and direct access to a wide range of savings on day-to-day items across a wide range of products and services including travel, clothing, motor, health and wellbeing, music and

entertainment.

- Tax saver commuter ticket scheme - employees can save up to 48% of travel costs as a result of tax savings
- Cycle to Work Scheme and changing facilities
- Access to Health Promotion services including smoking cessation programme
- Active Social Committee
- Excellent access to public transport including dart and bus routes.

**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.

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

**This job description is intended as a basic guide to the scope and responsibilities of the position; it is subject to regular review and amendment as necessary.**

**Date: March 2026**

## **Appendix A:**

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 Clinical Nurse Specialist/Clinical Midwife Specialist 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:

(i) 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

(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 be entitled to be so registered.

OR

(iii) 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.

AND

(iv) 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)

AND

(v) Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of care.

AND

(vi) 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 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, 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). Specialist in Area of care prior to application\* (See \*\*Note 1 below).

AND

(vii) Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area.

AND

(viii) Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice

\*\*Note 1: 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.

And

(b) 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.

Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) by way of the Service user Safety Assurance Certificate (PSAC).