

## Clinical Nurse Manager 1

### Job Specification & Terms and Conditions

<b>Job Title and Grade</b>	Clinical Nurse Manager 1
<b>Closing Date</b>	09 February 2026 @ 5pm
<b>Location of Post</b>	Oberstown Children Detention Campus
<b>Contract Type</b>	Permanent Contract
<b>Salary Scale</b>	The salary for this post ranges from €56,642 to €66,706 per annum. Secure Unit Allowance of €2,704 pro rata per annum.
<b>Working Hours</b>	Hours of attendance will be fixed from time to time but will amount to not less than 37.5 hours net per week.
<b>Annual Leave</b>	25 days annual leave pro rata & 10 bank holidays.
<b>Reporting Relationship</b>	The person appointed to the position of Clinical Nurse Manager 1 (CNM1) will report to the CNM2 and be accountable to the CNM2 and the Services Integration Manager.
<b>Purpose of the Post</b>	To deliver a comprehensive healthcare service to the young people on campus on a day to day basis. To advise, encourage and facilitate young person's care programmes to achieve the maximum outcomes, ensure that the appropriate nursing practice, care implementation and planning are effective and are done in conjunction with the multidisciplinary team.

### Principal Duties and Responsibilities

- Be responsible for the co-ordination, assessment, planning, implementation, and review of care for the young people according to service standards.
- Provide safe, comprehensive nursing care to young people according to the Code of Professional Conduct as laid down by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines.
- Practice nursing according to: professional clinical guidelines, national guidelines, local policies, protocols and guidelines and current legislation.
- Manage own caseload in accordance with the needs of the post.
- Encourage evidence-based practice, using a care planning approach to nursing care.
- Participate in teams as appropriate, communicating and working in co-operation with other team members.
- Collaborate with the young people, family, guardians/ social workers and other relevant professionals in treatment / care planning and in the provision of support and advice.

- Communicate verbally and / or in writing assessment/review outcomes, treatment / care provided and recommendations to the team and relevant others in accordance with service policy.
- Plan discharge or transition of the young person between services as appropriate.
- Assist in providing staff motivation, which is conducive to good staff relations and work performance.
- Ensure that young people and others are treated with dignity and respect.
- Maintain nursing records in accordance with local service and professional standards.
- Contribute to the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of care.
- Maintain professional standards in relation to confidentiality, ethics and legislation.
- Play a central role in maintaining a safe environment for young people, staff and visitors e.g. by contributing to risk assessment.
- Assist in observing and ensuring implementation and adherence to established policies and procedures e.g. health and safety, infection control, storage and use of controlled drugs etc.
- Observe, report and take appropriate action on any matter which may be detrimental to young people's care or wellbeing / may be inhibiting the efficient provision of care.
- Ensure completion of incident / near miss forms.
- Adhere 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 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 campus 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.
- Engage in continuing professional development by keeping up to date with nursing literature, recent nursing research and new developments in nursing management, education and practice and to attend staff study days as considered appropriate.

**The above duties are not intended to be a comprehensive list of all responsibilities 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.**

### **Confidentiality**

In the course of employment, the successful candidate will have access to, or hear information concerning the medical or personal affairs of young people and/or staff, or other service business. Such records and information are strictly confidential and, unless acting on the instructions of an authorised officer, on no account must information concerning staff, young people or other service business be divulged or discussed except in the performance of normal duty. In addition, physical and electronic records must never be treated in such a manner that unauthorised persons can obtain access to them and must be left in safe custody when no longer required.

## Professional Knowledge & Experience

**Candidates must be able to demonstrate clearly at interview that they possess the full range of competencies as set out below.**

### Commitment to providing a Quality Service

- Demonstrates a strong commitment to the delivery of quality service.
- Displays awareness and appreciation of the young person and the ability to empathise with and treat others with dignity and respect.
- Demonstrates integrity and ethical stance.
- Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change.

### Teamwork

- Demonstrate the ability to work on own initiative as well as part of a team.
- Adopts a collaborative approach to patient care by co-ordination of care / interventions and interdisciplinary team working.
- Demonstrate strong interpersonal skills including the ability to build and maintain relationships. Fosters good professional work relationships between colleagues.
- Demonstrates the ability to lead on clinical practice.

### Problem Solving & Decision Making

- Demonstrates evidence-based decision-making, using sound analytical and problem-solving ability.
- Shows sound professional judgement in decision-making.
- Uses a range of information sources and knows how to access relevant information to address issues.
- Demonstrate resilience and composure in dealing with difficult situations.

### Communications & Interpersonal Skills

- Demonstrate strong communication skills - presents written information in a concise, accurate and structured manner.
- Demonstrates the ability to influence others effectively.
- Anticipates and recognises the emotional reactions of others when delivering sensitive messages.
- Maintains effective working relationships with other departments and contributes to multidisciplinary quality and service improvement meetings.

### Specialist Knowledge, Expertise & Self Development

- Demonstrate practitioner competence and professionalism.
- Demonstrate the ability to relate nursing research to nursing practice.

- Demonstrate an awareness of relevant legislation and policy e.g., health and safety, infection control etc.
- Demonstrate a commitment to continuing professional development.
- Demonstrate a willingness to develop IT skills relevant to the role.

## Eligibility Criteria Qualifications and/ or experience

### Qualifications

The selection criteria below outline the qualifications, skills, knowledge and/or experience that the successful candidate will need to demonstrate for successful discharge of the responsibilities of the post.

Applications will be assessed on the basis of how well candidates satisfy these criteria.

### Essential Criteria

- Be registered in either general, children's, mental health or intellectual disability division of the Register of Nurses maintained by the Nursing and Midwifery Board of Ireland (NMBI) (**essential**).
- A minimum of 3 years post registration experience (**essential**).
- Experience of working with children and particularly of working with children in challenging situations (**desirable**).
- Knowledge and understanding of relevant legislation and policy in relation to the care of young people in detention (**desirable**).

## Application and Selection Process

### How to apply

Applications must be made by submitting the following documents:

- A **short cover letter** outlining why you wish to be considered for the post and where you believe your skills, experience and values meet the requirements of the position.
- A comprehensive **CV**, which must include an outline of your education to date (including level on NFQ) and months of work experience to date.
- As part of your application, you are required to clearly indicate the following in your CV or Cover Letter:
  - Confirmation of whether you hold a current, full, clean driving licence.
  - Disclosure of any criminal convictions, where applicable.

In order to apply for the post of **Clinical Nurse Manager 1**, please forward the above requested information via email to [RecruitmentMail@oberstown.com](mailto:RecruitmentMail@oberstown.com) before **09 February 2026 @ 5pm**.

## Selection Methods

Oberstown will run the selection process in accordance with best recruitment practices. The approach employed comprise of a series of assessments administered over a number of stages, which may include:

- shortlisting of candidates, on the basis of the information contained in their application.
- competitive interview.

## Shortlisting

In the event of a shortlisting exercise being employed, an expert board will examine CVs and assess them against pre-determined criteria based on the requirements of the position. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on your CV and Cover Letter.

## Other important information

Oberstown will not be responsible for refunding any expenses incurred by candidates.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that Oberstown and/or employing authority is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position.

Prior to recommending any candidate for appointment to this position, Oberstown will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made.

Should a person recommended for appointment decline, or having accepted it, relinquish it, Oberstown may at its discretion, select and recommend other persons for appointment on the results of this selection process.

Candidates should make themselves available on the date(s) specified by Oberstown.

**Successful candidates may be placed on a panel from which future vacancies may be filled. This panel will initially be for a 12-month period with the possibility of an extension by a further 12 months.**

## Confidentiality

Subject to the provisions of the Freedom of Information Acts 1997 and 2013, applications will be treated in strict confidence.

All enquiries, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those who are directly involved in the selection process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

### **Deeming of candidature to be withdrawn**

Candidates who do not attend for interview or other test when and where required by Oberstown, or who do not, when requested, furnish such evidence as Oberstown require in regard to any matter relevant to their candidature will have no further claim to consideration.

### **Candidates' Obligations**

- A third party must not impersonate a candidate at any stage of the process. Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine and /or imprisonment.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment process, then:

- Where s/he has not been appointed to a post, s/he will be disqualified as a candidate; and
- Where s/he has been appointed subsequently to the recruitment process in question, s/he shall forfeit that appointment.

### **Health**

A candidate must be fully competent and capable of undertaking the duties attached to the position and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service, which will include sporting and leisure activities as well as an ability to be fully involved in physical restraints where necessary (training will be provided).

### **Character**

Each candidate must be of good character.

### **Age**

Candidates should be aware that a maximum recruitment age will apply to this competition. Candidates must not yet be 67 years of age on the closing date and time for the competition.

## **Other requirements of the role**

### **Driving Licence**

Successful candidates will be required to hold a current full clean Driving Licence – Category B, prior to commencement of employment.