



Post Specification

Post Title:	Clinical Nurse Manager 2
Post Status:	Specific Purpose Contract, Anaesthetics.
Research Group / Department / School:	Clinical Research Facility, School of Medicine, Trinity College Dublin, the University of Dublin
Location:	Clinical Research Facility, St. James's Hospital, Dublin 8 Ireland
Reports to:	Assistant Directors of Nursing: Research & SACC Department of Anaesthesiology
Salary:	Will be confirmed by HR in line with HSE CMN2 Salary Scale according to experience
Hours of Work:	1.0 WTE of a 37.5 hours week - across 5 days per week Monday to Friday, it may be necessary to work outside these hours if the particular study/trial deems it necessary. Rarely, weekend or night duty may be required.
Closing Date:	03 December 2025 CV and cover letter to Sarah Meehan (Senior Executive Officer) Sarah Meehan MEEHANS@tcd.ie

Please note that Garda vetting will be sought in respect of individuals who come under consideration for a post.

Post Summary

The CNM II with a special interest in audit and quality improvement will be responsible for the coordination of data collection within the theatre department. The post holder will ensure that operational, clinical, and safety data are accurately captured, analysed, and utilised to drive improvements in patient care, efficiency, and compliance with national standards. The successful candidate will liaise with clinical investigators to implement protocols within the clinical setting.

Standard Duties and Responsibilities of the Post

Key duties and responsibilities:

Clinical Management (80%)

1. Data Collection and Management

- Oversee the accurate and timely collection of theatre operational and clinical data, including case volumes, compliance metrics, and patient safety indicators.
- Ensure the theatre management system (TMS) is updated and maintained with current, accurate data for all procedures and activities.
- Coordinate with multidisciplinary teams to gather relevant data and ensure consistency in data recording practices across the department

2. Audit and Quality Assurance

- Lead and participate in regular clinical and operational audits to assess compliance with National Standards (e.g. HSE, HIQA).
- Analyse audit findings, identify trends, and report results to senior management, Department of Anaesthesiology and relevant committees as required (e.g. Quality, Safety and Improvement).
- Develop and implement action plans based on audit recommendations to improve theatre processes, patient safety, and service quality.
- Support a culture of continuous quality improvement by promoting best practice and evidence-based care.

3. Performance Monitoring and Reporting

- Monitor key performance indicators (KPIs) for the theatre department, including on-time starts, turnover times, same-day cancellation rates and complication rates.
- Prepare regular reports on theatre performance, audit results, and quality improvement initiatives for theatre and hospital management.
- Present data and audit findings at departmental meetings and contribute to risk management discussions.
- Participate in writing and updating local procedures such as Standard Operating Procedures relating to ICU studies in conjunction with ICU Consultant and ADONs (Research & Critical Care).

4. Professional and Clinical Leadership

- Provide clinical and professional leadership to theatre nursing staff, fostering a learning environment that values data-driven decision-making and quality improvement.
- Ensure all staff are trained in data collection, documentation, and audit processes relevant to their roles.
- Support the orientation, supervision, and professional development of nursing staff, with a focus on quality assurance and audit skills.

5. Collaboration and Communication

- Work closely with the multidisciplinary team, including surgeons, anaesthesiologists, and allied health professionals, to ensure accurate data sharing and collaborative quality improvement efforts.
- Facilitate effective communication regarding audit outcomes, data trends, and required changes in practice across the department.

6. Compliance and Professional Standards

- Adhere to and promote compliance with HSE policies, national standards, and professional guidelines in all aspects of data collection and audit.
- Maintain strict confidentiality and data protection standards in line with hospital policy and legislation.

Educational (20%)

- Ensure CRF mandatory training and research specific training is undertaken and updated as required for all staff.
- Contribute to education and training events as appropriate.
- Work collaboratively with the anaesthesiology and theatre staff to ensure team has skills, knowledge and competence to deliver service excellence.
- Facilitate anaesthesiology related research/evidence-based practice and support research projects.

Professional

- Be accountable for your own professional actions, and be a lead specialist for portfolio acting within clearly defined policies/procedures and codes of conduct including the Nursing Scope of practice and local policies.
- Undertake a Personal Professional Development Planning (PPDP) and Objective Setting (OS) annually to identify organisational and professional objectives and development needs.
- Keep up to date with departmental, local, national, academic and EU developments for the management of clinical research ensuring timely, effective implementation of changes.
- Maintain own competence in line with Clinical Research Nurse Competency Framework
- Attend courses as deemed relevant, including mandatory training, and to attend meetings and conferences as appropriate.
- Represent CRF as an expert research nurse in external situations such as national and international conferences, committees etc.

Funding Information

HSE Spark Innovation Programme

Person Specification

Qualifications Knowledge & Experience

The successful candidate for this post should *ideally* have:

- Registered General Nurse through nursing and midwifery board of Ireland.
- Valid Irish work permit.
- **Minimum of 3 years post-registration experience in theatre nursing** 4 in the acute hospital setting within the last 7 years

Essential:

- Experience of working in a theatre setting
- Proven clinical skills
- Excellent oral and written communication skills
- Good IT Skills (e.g. Microsoft Office – Word, Powerpoint, Excel, Outlook etc)
- Good organisational and analytical/problem solving skills
- Experience in personal and professional development of staff
- Knowledge of risk management
- Excellent communication, leadership, and organizational skills.

Desirable:

- Experience in data collection, clinical audit, and quality improvement initiatives.
- Strong analytical skills and proficiency with theatre management systems and data analysis tools.
- Postgraduate qualification in Healthcare Informatics or Digital Healthcare.

The successful candidate should possess the following competencies:

People Management	• Monitors individuals' progress and performance against objectives • Provides ongoing support and honest and constructive feedback • Coaches, both formally and informally, to develop the skills and abilities of team members • Empowers staff to carry out their responsibilities in line with evidence-based practice • Accurately assesses developmental needs of team members • Develops good rapport with research teams including Principal Investigators.
Leadership	• Embraces organisational change initiatives, establishing structure/roles to support it • Is politically attuned, knows when and how to communicate with key stakeholders

- Shows strong **initiative**; identifies problem areas early and uses good problem solving techniques.
- **Motivates** and **encourages** others to achieve goals
- Team Player**
 - Proactively develops and nurtures workplace **relationships**; reaches out, creates rapport
 - Is open and **approachable** to discuss issues
 - Utilises **teams strengths** and attributes in achieving goals
- Quality Service**
 - Utilises research and **evidenced based** practices when providing services
 - Demonstrates knowledge of ICH-GCP, regulatory guidelines, local and hospital guidelines/policies when conducting work
 - Demonstrates **loyalty** and commitment to the organisation
 - Shows **resourcefulness**, flexibility and initiative in difficult situation.

Application Procedure

Applicants should submit a full Curriculum Vitae and cover letter to include the names and contact details of 2 referees (including email addresses), to:-

Name: CV and cover letter to Derval Reidy ADON

Email: reidyde@tcd.ie

Further Information for Applicants

URL Link to Area	www.sjh/crf.ie
URL Link to Human Resources	https://www.tcd.ie/hr/

GARDA CLEARANCE:

Police vetting will be sought in respect of individuals who come under consideration for a post.

PLEASE NOTE: Applicants will be required to complete and return a Garda vetting form should they come under consideration for appointment. In some cases they may be requested to complete the form on the day of interview. This form will be forwarded to An Garda Síochána

(Irish Police) for security checks on all Irish addresses at which they have resided. An Garda Síochána will make enquiries with the Police Service of Northern Ireland with respect to addresses in Northern Ireland. If an applicant is not successful in obtaining the post for whatever reason, this information will be destroyed. If an applicant, therefore, subsequently comes under consideration for another position, they will be required to supply this information again.

While applicants must complete information in relation to all addresses at which they have resided, the vetting is only done on addresses on the island of Ireland.

If an applicant has resided / studied in countries outside of Ireland for a period of 6 months or more, it is mandatory for them to furnish a Police Criminal Records Check/ Police Certificate from those countries stating that they have no convictions recorded against them while residing there. Applicants will need to provide a separate Police Criminal Records Check/ Police Certificate for each country in which they have resided. The Police Criminal Records Check/ Police Certificate must be dated after the date the applicant left the relevant country. Applicants should provide documentation in the English and/or Irish language. Translations must be provided by a registered translation company/institute in the Republic of Ireland; all costs will be borne by the applicant. Only original version documents will be accepted.

Applicants should be aware that any information obtained in the Garda Vetting process can be made available to the employing area.

It is the responsibility of the applicant to seek security clearances in a timely fashion as they can take some time. No applicant will be appointed without this information being provided and being in order.

The following websites may be of assistance in this regard:

www.disclosurescotland.co.uk

www.psnipolice.uk

This website provides information on obtaining a national police clearance certificate for Australia

www.afp.gov.au

This website provides information on obtaining police clearance in New Zealand.

www.courts.govt.nz

For other countries not listed above applicants may find it helpful to contact the relevant embassies who could provide information on seeking Police Clearance. Original Police Clearance documentation should be forwarded to Human Resources where it will be copied and the original returned to the applicant by post. **Any cost incurred in this process will be borne by the Applicant.**

Trinity College Dublin, the University of Dublin

Trinity is Ireland's leading university and is ranked 108th in the world (QS World University Rankings 2020). Founded in 1592, the University is steeped in history with a reputation for excellence in education, research and innovation.

Located on an iconic campus in the heart of Dublin's city centre, Trinity has 18,000 undergraduate and postgraduate students across our three faculties – Arts, Humanities, and Social Sciences; Engineering, Mathematics and Science; and Health Sciences.

Trinity is ranked as the 17th most international university in the world (Times Higher Education Rankings 2020) and has students and staff from over 120 countries.

The pursuit of excellence through research and scholarship is at the heart of a Trinity education, and our researchers have an outstanding publication record and strong record of grant success. Trinity has developed 19 broad-based multidisciplinary research themes that cut across disciplines and facilitate world-leading research and collaboration within the University and with colleagues around the world. Trinity is also home to 5 leading flagship research institutes:

- Trinity Biomedical Sciences Institute (TBSI)
- Trinity College Institute of Neuroscience (TCIN)
- Trinity Translational Medical Institute (TTMI)
- Trinity Long Room Hub Arts and Humanities Research Institute (TLRH)
- Centre for Research on Adaptive Nanostructures and Nanodevices (CRANN)

Trinity is the top-ranked European university for producing entrepreneurs for the past five successive years and Europe's only representative in the world's top-50 universities (Pitchbook Universities Report).

Trinity is home to the famous Old Library and to the historic Book of Kells as well as other internationally significant holdings in manuscripts, maps and early printed material. The Trinity Library is a legal deposit library, granting the University the right to claim a copy of

every book published in Ireland and the UK. At present, the Library's holdings span approximately 6.5 million printed items, 400,000 e-books and 150,000 e-journals.

With over 120,000 alumni, Trinity's tradition of independent intellectual inquiry has produced some of the world's finest, most original minds including the writers Oscar Wilde and Samuel Beckett (Nobel laureates), the mathematician William Rowan Hamilton and the physicist Ernest Walton (Nobel laureate), the political thinker Edmund Burke, and the former President of Ireland Mary Robinson. This tradition finds expression today in a campus culture of scholarship, innovation, creativity, entrepreneurship and dedication to societal reform.

Rankings

Trinity is the top ranked university in Ireland and ranked 108th in the world (QS World University Rankings 2020). Trinity ranks in the top 50 in the world on 6 subjects and in the top 100 in 20 subjects (QS World University Rankings by Subject 2019). Full details are available at: www.tcd.ie/research/about/rankings.

The Selection Process in Trinity

The Selection Committee (Interview Panel) may include members of the Academic and Administrative community together with External Assessor(s) who are expert in the area. Applications will be acknowledged by email. If you do not receive confirmation of receipt within 1 day of submitting your application online, please contact the named Recruitment Partner on the job specification immediately and prior to the closing date/time.

Given the degree of co-ordination and planning to have a Selection Committee available on the specified date, the University regrets that it may not be in a position to offer alternate selection dates. Where candidates are unavailable, reserves may be drawn from a shortlist. Outcomes of interviews are notified in writing to candidates and are issued no later than 5 working days following the selection day.

In some instances the Selection Committee may avail of telephone or video conferencing. The University's selection methods may consist of any or all of the following: Interviews, Presentations, Psychometric Testing, References and Situational Exercises.

It is the policy of the University to conduct pre-employment medical screening/full pre-employment medicals. Information supplied by candidates in their application (Cover Letter and CV) will be used to shortlist for interview.

Applications from non-EEA citizens are welcomed. However, eligibility is determined by the Department of Business, Enterprise and Innovation and further information on the Highly Skills Eligible Occupations List is set out in Schedule 3 of the Regulations

<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/> and the Ineligible Categories of Employment are set out in Schedule 4 of the Regulations

<https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Ineligible-Categories-of-Employment/> . Non-EEA candidates should note that the onus is on them to secure a visa to travel to Ireland prior to interview. Non-EEA candidates should also be aware that even if successful at interview, an appointment to the post is contingent on the securing of an employment permit.

Equal Opportunities Policy

Trinity is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. On that basis we encourage and welcome talented people from all backgrounds to join our staff community. Trinity's Diversity Statement can be viewed in full at <https://www.tcd.ie/diversity-inclusion/diversity-statement>.

Pension Entitlements

This is a pensionable position and the provisions of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 will apply in relation to retirement age for pension purposes. Details of the relevant Pension Scheme will be provided to the successful applicant.

Applicants should note that they will be required to complete a Pre-Employment Declaration to confirm whether or not they have previously availed of an Irish Public Service Scheme of incentivised early retirement or enhanced redundancy payment. Applicants will also be required to declare any entitlements to a Public Service pension benefit (in payment or preserved) from any other Irish Public Service employment.

Applicants formerly employed by the Irish Public Service that may previously have availed of an Irish Public Service Scheme of Incentivised early retirement or enhanced redundancy payment should ensure that they are not precluded from re-engagement in the Irish Public Service under the terms of such Schemes. Such queries should be directed to an applicant's former Irish Public Service Employer in the first instance.

Application Procedure

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Name Sarah Meehan

Email Address

Sarah Meehan <MEEHANS@tcd.ie>



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VACANCIES IRELAND**
universityvacancies.com

