

The CRC delivers a range of services to children and adults with disabilities both nationally and locally through our centres in Dublin, Limerick and Waterford and our Outreach Services. The mission of the CRC is that by working together we make a positive difference to the lives of people with disabilities, their families and carers. Our vision is that people with disabilities achieve their potential and live full lives as equal and valued citizens.



## Disability Liaison Clinical Nurse Manager II

**Fixed Term Contract, Full time 37.5 hours per week for initial fixed term period of one year**

*Based in Clontarf with travel to other CRC locations*

This is a new and exciting opportunity to develop a nursing role within a multi-disciplinary team involving the development and initiation of care pathways for service users presenting with complex disabilities.

The Disability Liaison Nurse will be responsible for the provision and maintenance of a high standard of care, professional education, and development of staff, acting as an expert practitioner, participating in the formation of organisational objectives linking nursing with its goals and providing nursing input at specialist clinics.

The successful candidate will have the following **essential** requirements:

- Current registration with the Nursing & Midwifery Board of Ireland (NMBI) in the General Division.
- Minimum 5 years post qualification nursing experience and at least 2 years clinical management experience
- Experience in leadership and people management

**Desirable** requirements:

- Experience delivering training informally/formally
- Evidence of relevant continuing professional development
- Evidence of service developments and improvement in clinical practice
- Experience working in a Disability setting

Informal enquiries to Jenni Crumlish, Director of Nursing (01-8542261) or email [jcrumlish@crc.ie](mailto:jcrumlish@crc.ie) Department of Health Salary Scale, CNM2; Salary range full-time €51,422 to €60,792 per annum.

Applicants must demonstrate in their CV and supporting documentation how they meet the above criteria as short-listing will apply. *Please forward a letter of application quoting **reference CRC 116/22** with full CV to [recruit@crc.ie](mailto:recruit@crc.ie) by 5pm, Tuesday, 20<sup>th</sup> of September 2022. Interviews scheduled to take place on the week of 26<sup>th</sup> September.*

*An active recruitment panel may be created as part of this recruitment process.*



<b>Job Title and Grade</b>	<b>Disability Liaison Clinical Nurse Manager 2</b>
<b>Location of Post</b>	The post will be based in CRC Clontarf but will require travel to CRC sites across Dublin
<b>Reporting Relationship</b>	The post holder will report to the Adult Clinical Services Manager with a clinical reporting relationship to the Director of Nursing.
<b>Objectives of the Post</b>	<ul style="list-style-type: none"> <li>• To provide a comprehensive, effective, and efficient coordination of healthcare to clients.</li> <li>• To advise and support colleagues to ensure that healthcare objectives are met for all clients through a culture of empowerment and support</li> <li>• To develop clinical initiatives and service development that will enhance the client journey</li> </ul>
<b>Principal Duties and Responsibilities</b>	<p>Clinical Practice</p> <ul style="list-style-type: none"> <li>• Be responsible for the provision and maintenance of a high standard of care, professional education and development of staff, acting as an expert practitioner, participating in the formation of organisational objectives linking nursing with its goals, managing resources, and facilitating communication.</li> <li>• Act as a role model regarding quality improvement of service and encourage others to do so and be actively involved in Quality Improvement initiatives that are relevant to this service.</li> <li>• Generate and contribute to the development of clinical standards and guidelines and support implementation.</li> <li>• Compile statistics/activity returns as required.</li> <li>• Continuously assess the nursing needs of the service users and ensure their needs are met consistent with the CRC mission statement and goals of delivery of care.</li> <li>• Provide clinical leadership in the development of new service initiatives in collaboration with line manager and other appropriate stakeholders.</li> <li>• Provide a leading role in support of specialist clinics.</li> </ul> <p>Quality Assurance</p> <ul style="list-style-type: none"> <li>• Ensure that policies and procedures which comply with agreed best</li> </ul>

practices are regularly updated

- Audit current practice and make recommendations for improvements if necessary.
- Produce annual report and service development plan to the Director of Nursing.

#### Leadership and Management

- Develop, monitor, and evaluate the processes for delivering nursing care within the service.
- Represent the department at internal and external meetings as required.
- Promote, monitor, and maintain health, safety and security in the workplace including the implementation of the Health and Safety Statement.
- Ensure that there is nursing input into organisational policy and service development.
- Ensure all staff have the necessary equipment and resources to carry out their work in a safe environment and that they are being used.

#### Education and Training:

- Develop relevant educational and support programmes on a need's basis for members of the multidisciplinary team and service users
- Maintain clinical competence, keeping up to date with relevant research to ensure the implementation of evidence-based practice.
- Provide mentorship and preceptorship for nursing colleagues and students, in collaboration with Director of Nursing.
- Create exchange of learning opportunities both internally and externally through journal clubs, case conferences, etc.
- Advise and educate multidisciplinary staff on recommended management of our clients within a community setting.
- Promote client independence and autonomy through education.
- Be responsible for addressing own continuing professional development needs.
- Identify and utilise professional and voluntary resources at local and national level.
- Ensure the nursing care delivered to all clients attending the CRC is

	<p>commensurate with international standards.</p> <ul style="list-style-type: none"> <li>• Ensure that effective clinical governance procedures are maintained and evolved according to defined needs and demands of the service.</li> <li>• Provide a key role in transition planning services and be involved in the education and coordination of clients into the adult services.</li> <li>• Work with the nursing team to provide care according to best practice guidelines for the clients and families of the CRC.</li> </ul> <p>Client Advocacy</p> <ul style="list-style-type: none"> <li>• Develop and support the concept of advocacy, particularly in relation to client’s participation in decision making, thereby enabling informed choice of treatment options through education and information.</li> <li>• Establish, maintain and improve procedures for collaboration and co-operation both within the organisation and externally.</li> <li>• Communicate complex and sensitive information effectively to clients, families and staff, overcoming any barriers to understanding and providing support during distressing and emotional events.</li> <li>• Proactively challenge any interaction which fails to deliver a quality service to clients.</li> <li>• To facilitate effective communication with clients, families, multidisciplinary teams as necessary and ensure client confidentiality is respected and maintained at all times.</li> </ul>
<p><b>Eligibility Criteria</b></p> <p><b>Qualifications and/ or experience</b></p>	<p>The applicant must:</p> <ul style="list-style-type: none"> <li>• Current registration with the Nursing &amp; Midwifery Board of Ireland (NMBI) in the General Division.</li> <li>• Minimum 5 years post qualification nursing experience and at least 2 years clinical management experience</li> <li>• Achievement in the areas of clinical audit, quality improvement initiatives, practice development, teaching and research relevant to the role.</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>• Post registration nursing course in relevant area of study</li> </ul>
<p><b>Skills, competencies and/or knowledge</b></p>	<p><b><u>Quality, Risk and Safety Responsibilities</u></b></p> <ul style="list-style-type: none"> <li>• Develop and implement quality assurance procedures and documentation in line with best practice.</li> <li>• Participate and cooperate with legislative and regulatory requirements regarding Quality, Risk and Safety.</li> </ul>

	<ul style="list-style-type: none"> <li>• Assist in ensuring the safety of the service and the risk management process by actively participating in clinical audit, risk management and quality issues, including the managing and reporting of incidents.</li> <li>• Lead, promote and ensure clinical effectiveness of practice through education, audit, research</li> <li>• Advise and support changes in work practices and procedures considering best practice developments.</li> <li>• Participate and cooperate with internal and external evaluations of the organisation's structures, services and processes as required.</li> </ul> <p><b><u>Professional Practice</u></b></p> <ul style="list-style-type: none"> <li>• Provide clinical leadership in the development of new service initiatives in collaboration with line manager and other appropriate stakeholders.</li> <li>• Record, collate and submit statistics including key performance indicators and statistics for the service in collaboration with the Director of Nursing.</li> <li>• Vision, innovation and flexibility in nursing practice to develop this role within the CRC.</li> </ul> <p><b><u>Communication, Leadership and Teamwork</u></b></p> <ul style="list-style-type: none"> <li>• Develop leadership, change management and team management skills including the ability to work with MDT colleagues.</li> <li>• Employ effective analytical, problem solving and decision-making skills with collaborative working, both internally and externally, through working groups and committees.</li> <li>• Communicate and consult regularly with the Director of Nursing and Adult Clinical Services Manager in relation to work activities, ongoing service issues and new service initiatives and development.</li> </ul>
	<p><i>The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.</i></p>

August 2022