Nursing Project Manager in the Department of Health
Older Persons Care - Policy
Expressions of Interest are invited for secondment for an initial 2-year period to the Older Persons Policy Development Unit, Social Care Division of the Department of Health

1. Background

The overall purpose of the health service is to improve the health and well-being of people in Ireland by keeping people healthy, providing the healthcare people need, delivering high quality services and getting best value from health system resources.

The Department of Health’s role is to provide strategic leadership for the health service and to ensure that Government policies are translated into actions and implemented effectively.

A multi annual programme of health reform is set out in Sláintecare. The Sláintecare Implementation Strategy is the framework for a system-wide reform programme setting out the direction for the next ten years and actions to be taken in the first three years. The objective is to deliver a health and social care service that meets the needs of our population and attracts and retains the very best healthcare professionals, managers and staff.

The role and input of Nursing/Midwifery in the public health service is significant and requires continuous development. The COVID-19 Public Health Emergency has had a significant impact on the older population especially in the area of Nursing Home (Long Term Residential Care) setting. New policy direction is required and the Older Persons policy units in the Department of Health are seeking a nursing expert in this care area to assist with managing specific projects, providing technical advice and clinical expertise to inform and assist with national policy development in this area.

The post holder will work as part of the Social Care Division in DOH and will have a working/support relationship with the Chief Nursing Officer (CNO). The CNO office is built on a partnership model with clinicians and civil servants working together and the purpose of this post is to support a similar model for policy development in the area of older persons care. Key contributions will include:

- Providing expert policy direction in line with Government priorities including Sláintecare, the recommendations of the COVID-19 Nursing Homes Expert Panel and development of a statutory home support scheme
- Supporting the role of nurses to the maximum extent to deliver high quality care to patients/residents by including regulatory, cultural and organisational systems that facilitate nurses to fully contribute to this area of care using their full scope of practice
2. Key Responsibilities and Deliverables of the Post

It is expected that the successful candidate will demonstrate experience and knowledge of Nursing of Older Persons care. The Candidate will also be required to demonstrate excellent interpersonal, communication, collaboration, and influencing skills.

The Nurse Project Manager will have the following key responsibilities (please note that this list is indicative and not exhaustive):

- Leading, co-leading and supporting specific projects (to be defined) that will inform the development, implementation and evaluation of policy on Older Persons care, in the context of Public Service Agreements, and into taking account of international best practice in relation to:
  - clinical governance
  - models of clinical care and integration between social care, primary and acute sectors and
  - cost effective rostering patterns
  - care needs assessment, care planning and clinical decision-making in relation to service delivery
  - policy on national criteria on roles and responsibilities of the Person in Charge (PIC) of a nursing home;
  - Nursing homes Resident Safety Models/Outcomes Framework development
  - Education, training and competencies frameworks;
- Contributing to the implementation of strategic reform recommendations of the COVID-19 Nursing Homes Expert Panel;
- drafting reports, policy papers, research proposals and briefings;
- liaising with CNO office on phase 3 of the Safe Staffing Framework;
- supporting the nursing and midwifery components of the current policy agenda, including implementation of Sláintecare;
- contributing to the achievement of the business objectives of older persons services working successfully with other team members, colleagues around the Department and beyond;
- contributing to the overall development of health policy;

In addition, other responsibilities may be assigned to the nursing Project Manager, as determined by the Head of Unit.
3. **Experience/Qualifications Required**

Candidates must:

- be registered (or be entitled to registration) in a division of the Register of Nurses kept by the Nursing and Midwifery Board of Ireland
- have a primary degree in a relevant discipline.
- have at least 5 years’ experience at senior nursing/midwifery level in Long Term Care Facility / nursing home environment

4. **Experience/Qualifications Desired**

- A Master’s degree or equivalent in a relevant discipline is desirable

5. **Eligibility for the post**

It is expected that candidates would be currently employed in the Irish Public Health Service at the level of Director/Assistant Director of Nursing or equivalent. On secondment the successful candidate will retain the terms and conditions of their existing grade.

Current supervisors will be required to certify that the candidate has worked well in his or her present post and has been satisfactory in general conduct and in respect of sick leave prior to the candidate being offered a position.

6. **Conditions of Assignment**

- The role is full-time and will be based at the Department’s HQ, Miesian Plaza, Dublin.
- The secondment will be for a period of 24 months with an option to extend it for a further 12 months. This arrangement will be reviewed after three months to ensure that it is meeting the expectations of both parties;
- In the event of an officer’s service not being satisfactory the secondment arrangement will cease, and the officer will return to his or her parent organisation;
- While on secondment an officer will continue to have access to promotional opportunities in his/her parent organisation;
- While on secondment an officer will not be eligible to compete in internal promotional competitions which are restricted to staff of the Department of Health;
- At the end of the period of secondment, the officer will return to his or her parent Department/organisation, in accordance with the redeployment arrangements applying at that time;
- The successful candidate must be in a position to take up duty in the Department of Health without undue delay.
7. Application & Selection Process

Application Process

Applicants should submit a succinct CV (maximum 3 pages highlighting relevant experience accompanied by a signed cover letter (500 words maximum). The cover letter should set out their reasons for considering themselves qualified and suitable for the role. Applications should be sent by email to olderpersons_policydevelopment@health.gov.ie by 5pm on Thursday 14th October 2021. Applications received after the closing date will not be considered.

Selection Process

The Selection Process may include:

- shortlisting of candidates, on the basis of the information contained in their application;
- a competitive interview;
  - Shortlisted applicants may be asked to submit further details and further information may be given as to the format of the interview and the selection criteria which may be used.

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 involved in that aspect of the process.