



Irish Nurses and Midwives Organisation
Working Together

JOB DESCRIPTION
PROFESSIONAL OFFICER

Position: Professional Officer

Role Classification

National professional leadership and policy role within the INMO Professional Services Department.

Reporting Relationship

The Professional Officer will report to the Director of Professional Services and will work collaboratively with the Head of Education and Professional Development, the INMO Library and Research Service, the Section Coordinator and other relevant departments across the Organisation to ensure the effective delivery of professional services, education initiatives and policy development.

Location

INMO Head Office, with travel to regional offices, workplaces and external venues as required.

Purpose of the Role

The Professional Officer will provide strategic professional leadership within the Irish Nurses and Midwives Organisation in relation to nursing and midwifery practice, professional standards, workforce development and health policy.

The role will have a particular focus on midwifery practice, maternity policy and the advancement of the midwifery profession in Ireland and will contribute to the nursing and midwifery issues.

The post holder will contribute to the development of evidence-based policy and position papers, support the work of INMO professional sections and provide expert professional input to national policy debates affecting nursing and midwifery practice.

The role supports the INMO's dual mandate as both a professional organisation and trade union representing nurses and midwives.

The role will also support the INMO's function as the National Midwives Association for Ireland and contribute to the Organisation's engagement with international midwifery bodies including the International Confederation of Midwives and the European Midwives Association.

Working within the Professional Services Department, the post holder will collaborate closely with the Director of Professional Services, the Head of Education, the INMO Library and Research Service, the Section Coordinator and other colleagues across the Organisation to support policy development, professional services, education and advocacy on behalf of nurses and midwives.

Strategic Impact of the Role

The Professional Officer will contribute to strengthening the Irish Nurses and Midwives Organisation's leadership role in shaping healthcare policy and advancing the nursing and midwifery professions in Ireland.

Through policy development, professional advocacy and engagement with national and international stakeholders, the role will support the Organisation's work to influence healthcare policy, promote safe and high-quality care and ensure that the professional voice of nurses and midwives is represented in the development of healthcare policy and professional standards.

The role will also support the INMO's engagement with international professional organisations and networks, including the International Confederation of Midwives and the European Midwives Association.

Key Responsibilities

Professional leadership and practice development

- Provide expert professional advice to the Organisation and members on issues relating to nursing and midwifery practice, professional standards and workforce development.
- Monitor national and international developments affecting nursing and midwifery professional practice.
- Support the Organisation's leadership role in advocating for safe, high-quality and patient-centred care.

Professional regulation and standards

- Provide professional advice on regulatory standards, scope of practice and professional requirements affecting nurses and midwives.
- Maintain awareness of developments in professional regulation, professional standards and professional guidance.
- Contribute to organisational responses to consultations on professional regulation, standards and scope of practice.

Policy development and health policy analysis

- Contribute to the development of the INMO's policy positions on issues affecting nursing and midwifery practice.
- Analyse health policy developments, legislation and national strategies for their implications for nursing and midwifery practice.
- Where appropriate, contribute professional expertise in relation to maternity services policy and the development of national maternity strategy.
- Prepare professional submissions, briefing papers and policy documents.

Education and professional development

- Contribute to the development and delivery of professional education and continuing professional development initiatives for members in collaboration with the Head of Education.
- Support professional development initiatives that assist nurses and midwives in maintaining professional competence and advancing their careers.

Support to INMO professional sections

- Provide professional advice and support to INMO professional sections.
- Support section conferences, seminars and professional events.
- Engage with members to identify emerging professional issues affecting practice.

Representation and engagement

- Support the INMO's participation in national and international professional forums.
- Contribute to engagement with international organisations including the International Confederation of Midwives and the European Midwives Association.
- Collaboration across the Organisation
Work closely with the Director of Professional Services and the Head of Education and professional Development
- Collaborate with the INMO Library and Learning Services.
- Liaise with colleagues in the Industrial Relations Department where appropriate.

Qualifications and Experience

- Registration as a midwife with the Nursing and Midwifery Board of Ireland is essential.
- Post-registration clinical experience.
- Strong knowledge of maternity services and the Irish health system.
- Experience in professional leadership, policy development, education, research or professional advocacy.
- Dual registration as a nurse would be desirable.

Key Competencies

- Strategic policy analysis
- Professional leadership and credibility
- Research and evidence-based practice
- Advocacy and communication
- Stakeholder engagement
- Collaboration and teamwork
- Teaching experience
- Report writing experience

General Requirements

- Domestic travel throughout Ireland will form part of the role and international travel may occasionally be required.
- The post holder is expected to maintain active professional registration and engage in continuing professional development.