

Assistant Director of Nursing

We are seeking applications for the position of **Assistant Director of Nursing** for a full-time fixed term contract (October 2018 to July 2019).

This is an exciting opportunity for an experienced Assistant Director of Nursing to lead and develop a team of Clinical Nurse Managers, Registered Nurses and Healthcare Assistants and to play an integral and active role in a committed Multidisciplinary Team to make a significant contribution in the area of psychiatric nurse management.

The successful candidate will be a dynamic and energetic individual with experience of working at Assistant Director of Nursing/Clinical Nurse Management level in mental health and will have an in-depth knowledge of the Mental Health Commission requirements, leadership and governance with evidence of continuing professional development.

Key responsibilities will include:

- Support the Director of Nursing to ensure the strategic and operational development, co-ordination and management of mental health services in accordance with national and regulatory standards and with regard to best practice.
- As an active leader have the knowledge and experience to deliver strategic and operational change programmes in the nursing and healthcare teams.
- Ensure that the nursing and healthcare service provision is delivered to the highest standard of treatment, care and that safety is maintained.
- Assist with the design of policies, protocols, guidelines and procedures which will ensure that the highest standard of patient centred care is provided.
- Ensure the highest standard of compliance with regulatory programme including Clinical Governance, Health & Safety and Risk Management standards.
- In the absence of the Director of Nursing to deputise in that capacity.
- Participate in the multi-disciplinary team and work in co-operation and collaboration with team members.
- Demonstrate leadership skills in supporting and advising staff nurses in aspects of management of their respective areas of responsibility.
- Manage all employee relations matters in accordance with the Human Resources policies and procedures.
- Support the recruitment and selection of nursing and healthcare personnel.
- Ensure effective workforce planning for all nursing and healthcare resources.
- Advise on all aspects of legislation pertaining to nursing practice, mental health and education.
- Participate in the work of committees and task groups relating to both educational and clinical aspects of the service as required.
- Ensure that all practices, procedures and policies conform to the service and strategic plans of the organisation.

The successful candidates will meet the following requirements:

- A Registered Psychiatric Nurse (with An Bord Altranais or with eligibility to register).
- Possess 7 years post registration nursing experience consisting of at least 3 years' experience working in adult mental health services
- Possess at least 3 years Clinical Nurse Management 2 (CNM2) experience.
- Possess a post registration QQI level 8 approved management qualification in health or a related field (desirable).
- Established and recent acute clinical and senior management experience in the areas of both Mental Health and Care of the Older Person in Ireland.
- Experience in a healthcare / hospital setting, including Acute Mental Health Care.
- Clinical experience of medical conditions and in palliative care.
- Possess the requisite knowledge and ability including a high standard of suitability and clinical, managerial and administrative competencies.
- Extensive experience in managing staff, budgets and workforce planning.
- Possess an in-depth knowledge of the Mental Health Commission requirements, leadership and governance
- Energetic individual with solid clinical experience in working with a team of diverse clinicians and strong knowledge of the concepts and operation of Clinical Governance.
- Strong ability to lead, teach, manage, participate and play a key role in the practice education of students and promote and engage in the teaching/training/support of others as appropriate.
- Have a good knowledge and experience of health, safety and other statutory regulations affecting a healthcare organisation.
- Demonstrate evidence of continuing professional development.

Bloomfield Health Services offers a competitive package and the salary will be aligned to the HSE Consolidated Pay Scale for Assistant Director of Nursing.

Our benefits include:

- Family friendly working arrangements
- Fixed roster patterns
- Generous healthcare staff shift premiums (25% night duty, double time Sundays and bank holidays)
- Contributory pension
- Career development
- Comprehensive training programmes
- Further education supports
- On-site library and research facility
- Bloom Together employee well-being programme
- Employee assistance programme
- Free onsite staff parking
- Subsidised restaurant
- Cycle to work scheme
- Tax saver commuter tickets

CV and cover letter should be sent to the HR Department hr@bloomfield.ie. Closing date for receipt of applications is: Friday 28th September 2018 @ 5pm.

For enquiries or further information please contact a member of our HR Team on 01-4950021 or email: hr@bloomfield.ie