

**HSE Ceannaire Cliniciúil / HSE** **Clinical Lead**

**Laboratory Services Reform**

**Office of the Chief Clinical Officer,**

**Job Specification &Terms and Conditions**

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| **Job Title and Grade** | HSE Ceannaire Cliniciúil / HSE Clinical Lead for the Laboratory Services Reform Programme (incorporating the National Clinical Programme for Pathology)  2.5 days per week / 0.5 WTE & for a two-year period  This appointment will be on the basis of grade-to-grade reassignment/secondment and **current remuneration will apply**. |
| **Terms and Conditions** | The successful candidate will retain all current terms and conditions (including remuneration and annual leave) on reassignment/secondment into the role.  The standard working week associated with this post is **0.5 WTE** per week, Monday to Friday. (Specific working days to be agreed on appointment). Clinical Practice will be facilitated. |
| **Closing Date** | **Friday, 19th September 2025 at 5pm** |
| **Proposed Interview date(s)** | Skills-match interviews will take place after the shortlisting process is completed. Please note: this may be at short notice. |
| **Taking up Appointment** | The successful candidate will be expected to take up post on November 1st, 2025. |
| **Location of Post** | The successful candidate will maintain their existing base/location of work and will be expected to be available for meetings as required at other locations. |
| **Organisational Area** | Office of the Chief Clinical Officer |
| **Informal Enquiries** | For Informal Enquiries, please refer to:  **Dr. Martin Cormican**  **HSE Clinical Lead**  **Laboratory Services Reform Programme**  Office of the Chief Clinical Officer  Telephone: 087 363 1212  Email: martin.cormican@hse.ie |
| **Details of Service** | **Office of the Chief Clinical Officer**  The Office of the Chief Clinical Officer (CCO) was established as part of an overall investment by the HSE to strengthen governance and accountability for the planning and delivery of high-quality services with the aim of driving transformational change across our healthcare system through clinical leadership, design of new models of care, promotion of a culture of safety and quality improvements; through patient and service user involvement.  The HSE has an extensive network of laboratories providing clinical diagnostic and interpretive services and other analytical and interpretative services in all six Health Regions. These laboratory services play a central role in detection and management of disease in both the community and in the hospital. In addition, HSE laboratories play a key role in supporting agencies and services that work to promote and protect health through the Health Protection Laboratory Services.  This is a time of rapid change, exceptional pressures and great opportunities for HSE laboratory services. Rapid advances in automation, analytical technologies and information technology are providing new opportunities for laboratory services to support implementation of Slaintecare actions - promoting health and wellbeing, improving safe, timely access to care and addressing health inequalities. These opportunities are occurring in the context of exceptional challenges in relation to recruitment and retention of skilled staff and delivering service from buildings that in many cases are far from ideal for modern laboratory practice. The establishment of Regional Health Authorities (RHAs) has brought additional opportunities and challenges for laboratory services.  With this background, the HSE Senior Leadership Team requested the development of a HSE Strategic Plan for Laboratory Service Reform in December 2023. The ten-year Strategic Plan 2026-2035 was approved by the Board of the HSE in March 2025. This plan sets out the vision of the HSE for the development of laboratory services. In June 2025, an Implementation Steering Group was convened to guide implementation of this plan. The Implementation Steering Group is chaired jointly by the Chief Clinical Officer and the Chair of the Regional Executive Officers group. Providing clinical leadership for the implementation of the HSE Strategic Plan will be the key responsibility for the Clinical Lead for the Laboratory Services Reform Programme (LSRP). The Clinical Lead LSRP will also lead on the functions of the National Clinical Programme for Pathology, which is incorporated, into the role LSRP. The Clinical Lead will lead a team comprised of the Scientific Lead (1 WTE), the Programme Manager (1WTE) and Administrative Officer (0.5WTE) and Clinical Advisors for each of the disciplines of Clinical Chemistry, Haematology, Histopathology, Immunology, Microbiology and Transfusion. As it incorporated the National Clinical Programme for Pathology, the LSRP team leads on both laboratory and patient facing aspects of the Pathology Disciplines. Restructuring and expansion of the LSRP team is currently under consideration. |
| **Details of the Laboratory Services Reform Programme** | The Strategic Plan for Laboratory Services 2026-2035 is available the following link <https://www.hse.ie/eng/about/who/cspd/lsr/resources/hse-outline-strategic-plan-for-laboratory-services.pdf>  Implementation of this plan requires dynamic and imaginative clinical leadership. The plan addresses all HSE laboratories including diagnostic clinical laboratories, reference laboratories and health protection laboratories. Leading on the transformation of the HSE laboratory services set out in the strategic plan requires close collaboration with the leadership of the six Health Regions, the MedLIS National Programme Team, HSE Digital for Health transformation, the National Genetics and Genomics Office, relevant professional bodies, the Department of Health, the Expert Laboratory Advisory Group (ELAG) and other stakeholders within and outside of the HSE.  In addition to implementation of the Strategic Plan, the HSE is working with University College Dublin and the Department of Health on a proposal to transfer the National Virus Reference Laboratory (NVRL) from UCD to HSE. This is also an important aspect of the work of the LSRP and links to the objectives of the Strategic Plan.  In addition to these key projects, the Clinical Lead will provide leadership for the business as usual function of the National Clinical Programme for Pathology as outline below. National Clinical Programme for Pathology The National Clinical Programme for Pathology was established in 2011 and aims to support all clinical laboratories to achieve the highest standards of quality and efficiency.  **National Clinical Programme for Pathology - Programme Objectives**   * Supporting the implementation of the HSE Strategic Plan for laboratory services. * Guide referral patterns for specialist tests by supporting development of regional and national networks of specialised laboratory services in accordance with the HSE Strategic Plan * Working to ensure that laboratory services remain core to HSE functions and that out-sourcing of tests is limited to where necessary and appropriate as per the HSE Strategic Plan. * Maintaining and developing national guidance for key clinical diagnostic problems so as to assist in demand management. * Supporting services to assess and monitoring laboratory quality, costs and user satisfaction in Ireland * Support implementation of Laboratory Information Systems and Digital for Health. |
| **Reporting Relationships** | The successful post holder will report to the CCO or their designee. The HSE Clinical Lead for Laboratory Services Reform will inform the CCO of their programme of work at regular intervals as required by the CCO. |
| **Key Working Relationships** | The proper execution of duties will involve the development of appropriate communication arrangements with key stakeholders, both internal and external. These include, but are not limited:   * The CCO and CCO Senior Management Team * Regional Executive Officers, HSE National Directors, Clinical Leads, Clinical Directors, fellow Clinicians, GPs, Directors of Nursing, HSCPs HSE Strategy and Planning Commissioning Teams, Department of Health, postgraduate training bodies and professional representative groups, Public Analyst Laboratories, Food and Water Microbiology Laboratories, Public Agencies for who the HSE provides laboratory services. * National Office of Genetics and Genomics * Public Health * National Virus Reference Laboratory |
| **Purpose of the Post** | The HSE Clinical Lead LSRP will play a central role in implementing the HSE Strategic Plan for Laboratory Services 2026-2035. This includes significant change management. This will support the laboratory services to play an increasingly important and effective role in managing disease and improving population health.  The HSE Clinical Lead for LSRP will have a significant role in quality improvement and in designing cross-service solutions and integrated care pathways to support safe, equitable access to care in the appropriate setting.  ***The current vacancy will be filled based on a reassignment/secondment. It will be for a 2 year fixed duration time period.*** |
| **Principal Duties and Responsibilities** | **Leadership**   * To act as the HSE Lead for Laboratory Services and the disciplines of Pathology. * Lead on implementation of the HSE Strategic Plan for Laboratory Services 2026-2035. * Agree programme annual priorities and work plans in consultation with key stakeholders. * Oversee the development and implementation of relevant model(s) of care, patient pathways, guidance and so forth. * Provide expert clinical advice and clinical leadership for relevant matters and as requested by the CCO. * Support audit, data collection and relevant quality improvement initiatives; * Work with relevant patient groups and patient representatives as well as other laboratory users to ensure the voice of the patient and service user is considered as practices and guidelines are developed and defined. * To identify evidence-based metrics, KPIs and outcomes for internal and external benchmarking. * Contributes as a clinical subject matter expert to the development of key materials, as required. * Supports and identifies Steering Groups, Working Groups, and Work streams, where appropriate   **Other**   * Make information available with respect to PQs or Reps for Government and so forth as required. * Adhere to the HSE Communications protocol for any interaction with the press or media and in relation to any public relations events or queries and Government Agencies. * Adhere to the HSE National Financial Regulations for any expenditure or costs associated with the programme of work. * Comply with Freedom of Information and Data Protection legislation. * Comply with the Ethics in Public Office and the Controls Assurance Statement process as required. * Demonstrate pro-active commitment to all communications with internal and external stakeholders.   **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 them from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria**  **Qualifications and/ or experience** | **This campaign is confined to those that are currently employed on a permanent basis in the HSE or bodies, which provide services on behalf of the HSE under section 38 of the Health Act.**  **Eligible candidates must have on the closing date of application:**   1. **Professional Qualifications, Experience, etc**   Eligible applicants will be those, who on the closing date for the competition:   1. Are currently employed within the speciality of Pathology at **Consultant / Clinical Director** level with **a minimum of 5 years’ experience as a Consultant in an Acute or Community setting.**   ***AND***   1. Registered with the Medical Council of Ireland on the specialist division of the register.   ***AND***   1. Possess the requisite clinical, leadership, knowledge and the ability for the proper discharge of the duties of the office. 2. **Health**   A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.   1. **Character**   Each candidate for and any person holding the office must be of good character. |
| **Skills, competencies and/or knowledge** | **Professional Knowledge & Clinical Expertise:**  *Demonstrates:*   * Substantial professional knowledge and clinical expertise within the area of specialist care   **Leadership, and Direction:**  *Demonstrates:*   * Credibility and ability to command respect as a recognised leader within the pathology and wider laboratory services community, with a good understanding of the HSE Corporate and Service Plans, DoH policy, Sláintecare and related requirements of HSE leaders. * An understanding, Health Informatics, data metrics, KPIs and Standards setting. * Experience in providing significant senior input to operational decision-making. * A track-record as an effective leader who has developed effective teams and driven and delivered sustainable change programmes to transform clinical services. * A capacity to operate successfully in a challenging environment. * A commitment to and focus on quality and promoting high standards to improve patient outcomes, by consistently putting service users, clinicians and other professionals at the heart of decision-making and involving patients and the public in their work.   **Results focused with critical analysis and decision making:**  *Demonstrates:*   * Strong personal emphasis on achieving high standards of excellence and willingness to take personal responsibility to initiate activities and drive objectives through to a conclusion. * Ability to rapidly assimilate and analyse complex information, make timely decisions and take ownership of those decisions and their implications. * Capacity to anticipate problems and to recognise when to involve other parties at the appropriate time and level. * Uses evidence to make improvements and seeks out innovations.   Adequately identifies, manages and reports on risk within area of responsibility  **Working with and through others:**  *Demonstrates:*   * An ability to influence and negotiate effectively in furthering the objectives of the role. * An ability to build excellent collaborative networks and a track record of building and maintaining key internal and external relationships in furtherance of organisational goals. * Highly developed communication skills, which include an ability to convey clinical priorities and complex messages to colleagues, various stakeholders, media and interest groups. |
| **Other requirements specific to the post** | Access to appropriate transport to fulfil the requirements of the role as the post will involve travel.  Flexibility in relation to working hours is also required to meet any urgent needs that may arise. |
| **Campaign Specific Selection Process**  ***Ranking, Shortlisting & Interview*** | Applications should be made by CV, together with a brief statement clearly indicating your relevant experience by email to hr.cdi@hse.ie stating **“0.5 WTE HSE Clinical Lead for Laboratory Services Reform Programme”** in the subject matter.  A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.  Failure to include information regarding these requirements may result in you not being called forward to the next stage of the recruitment process.  **This position is being filled based on a reassignment/secondment; therefore, if the successful candidate selected through this process cannot obtain the support for their release from their position with their substantive employer, then unfortunately the candidate must be deemed ineligible.** |
| **Diversity, Equality and Inclusion** | The HSE is an equal opportunities employer.  Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience.  The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.  The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition.  Read more about the HSE’s commitment to [Diversity, Equality and Inclusion](https://www.hse.ie/eng/staff/resources/diversity/diversity.html) |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).  The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.  Read the [CPSA Code of Practice](https://www.cpsa.ie/pdf/?file=https://assets.cpsa.ie/media/275828/b88e3648-c663-4293-9471-d2d75bd1d685.pdf). |
| The reform programme outlined for the Health Services may impact on these roles, and as structures change the job description may be reviewed.  In particular, CDI, Office of the Chief Clinical Officer, reserves the right to reassign the successful post holder to other programmes and related projects, based on the on-going operational needs of the Function.  This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. | |