

**Regional Director Health and Social Care Professions (HSCP)**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Regional Director Health and Social Care Professions (HSCP) (Grade Code: 0509) |
| **Remuneration** | The salary scale for the post is: €124,956 €130,511 €136,065 €141,616 €147,172 €152,723(01/03/25)Salary Scales are updated periodically and the most up to date versions can be found here: <https://healthservice.hse.ie/staff/benefits-services/pay/pay-scales.html> |
| **Campaign Reference** | NRS14928 |
| **Closing Date** | Tuesday 05th August 2025 at 12:00PM |
| **Proposed Interview Date (s)** | Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances. |
| **Taking up Appointment** | A start date will be indicated at job offer stage. |
| **Location of Post** | There are currently 6 Regional Directors Health and Social Care Professions (HSCP) permanent positions available in the following Health Regions:  HSE Dublin and North EastHSE Dublin and MidlandsHSE Dublin and South EastHSE South WestHSE West and North WestHSE Mid WestPlease note that no panels will be formed as a result of this recruitment campaign.Following interview, six separate candidate pools (one for each Health Region) may be formed for **Regional Director Health & Social Care Professions (HSCP)** from which only the current vacancies will be filled.No additional jobs will be offered to candidates successful at interview.  Once the vacancies are filled, the six candidate pools will be disbanded. |
| **Informal Enquiries** | **HSE Dublin and North East**Sara Long, Regional Executive Officerreo.dublinnortheast@hse.ie **HSE Dublin and Midlands**Kate Killeen White, Regional Executive Officerreo.dublinmidlands@hse.ie**HSE Dublin and South East**Martina Queally, Regional Executive Officerreo.dublinsoutheast@hse.ie**HSE South West**Andy Phillips, Regional Executive Officerreo.southwest@hse.ie**HSE West and North West**Tony Canavan, Regional Executive Officerreo.westnorthwest@hse.ie**HSE Mid West**Sandra Broderick, Regional Executive Officerreo.midwest@hse.ie |
| **Details of Service** | The Health Service Executive (HSE) is responsible for the provision of all health and personal social care services in the Republic of Ireland. With an annual budget in 2024 of €24 billion and over 150,000 employed in the HSE and the Section 38 Agencies with which the HSE has Service Level Agreements (SLAs), the HSE is the largest employer in the State and the largest public sector organisation.Health Regions implementation involves the internal reorganisation of the HSE into six operational regions with responsibility for the planning and coordinated delivery of health and social care services within their respective defined geographies. While the full implementation will be a multi-year journey, the Health Region approach was stood up in March 2024 and will continue to progress throughout 2025. These new arrangements are fundamental to the delivery of Sláintecare reforms and aim to improve the health service’s ability to deliver timely integrated care to patients and service users, care that is planned and funded in line with their needs at regional and local level. In addition, the following will be delivered:* Alignment of hospital-based and community-based services to deliver joined-up, integrated care closer to home.
* Clarification and strengthening of corporate and clinical governance and accountability at all levels.
* A population-based approach to service planning and delivery.
* A balanced national consistency with local autonomy to maintain consistent quality of care across the country.
* An efficient, highly productive and transparent health and social care service with aligned incentives to provide people with timely access to safe, high quality integrated care.
* Support for local and regional innovations in service improvement for adoption across regions or at national level as appropriate.

The changes in healthcare governance arrangements are being designed to make our services easier to navigate for people, and to facilitate more integrated care, stronger accountability, and greater transparency across the sector. This in turn aims to foster change and innovation at a local level to deliver high-quality services to populations based on their needs, making our service a better place to work for our staff. The move to a regionalised approach represents a major shift in the approach to the planning, funding and delivery of health and social care services. In line with international best practice, the new arrangements will support a population-based approach to the planning and resourcing of the geographic delivery of services to improve health outcomes for people in Ireland.As part of these reforms, the operational focus is moving from the HSE Centre to the Health Regions and Integrated Healthcare Areas (IHAs), to allow the regional structures to have the intended level of appropriate authority and operational control of services in their region. The HSE Centre will develop and oversee standards and guidelines for implementation at regional level. The focus of HSE Centre will be on planning, enabling, performance and assurance (PEPA).**Key responsibilities**The Regional Director Health & Social Care Professions (RDSCPD) is the most senior Health & Social Care Professions leadership position within the HSE Health Regions. The RDHSCP will be central to the HSCP input to Sláintecare Reform Programme shaping the development of the regional health and social care system to meet future service needs.The RDHSCP in collaboration with the REO and Executive Management Team will:* Enable the establishment of health & social care professions governance structures for delivering integrated, high quality clinical and professional leadership in all health region activities.
* Contribute to the regional clinical governance model and provide leadership for delivery of integrated clinical care working collaboratively with the Regional Clinical Director, the Regional Director of Nursing & Midwifery, the Regional Director of Population and Public Health, and the wider clinical community of medical, dental, nursing & midwifery and health and social care professionals.
* Provide professional leadership and overarching clinical governance across the portfolio of responsibility to enable, facilitate and develop the 26 HSCP professions, in line with regional and national objectives.
* Work collaboratively with the National HSCP Advisor, National HSCP Lead and the National HSCP Office to progress regional and national reform, the strategic development of health & social care professions, that maximises professional practice and capacity and enables national consistency and compliance with Standards and Regulatory requirements.
* Provide oversight of workforce planning and staffing aligned to national policy in collaboration with Health & Social Care Professional Managers in the Health Region and HR colleagues.

The RDHSCP reporting to the REO and working with multi-disciplinary colleagues on the Executive Management Team and Regional Clinical Executive Team will be the lead for the following executive functions:1. Take a lead role in coordinating the involvement of HSCPs in Networks of Care and provide clinical oversight as required based on agreement with colleagues on the Regional Clinical Executive Team.
2. Regional health & social care professional governance for care environments to implement safe and effective Integrated Care aligned with Care Pathways and Networks.
3. Working with the Regional Patient & Service User Lead and Patient Forum provide regional coordination and HSCP clinical alignment for Patient and Service User Engagement
4. Ensuring excellence and innovation in the delivery of safe health & social care professional care as part of the regional QPS model

The RDHSCD with other members of the Health Region Executive Management Team will: * Be accountable for key matters as set out in the ‘Purpose of this Post’ relating to the relevant clinical communities and groups across the clinical and care workforce in line with REO priorities.
* Have direct line management responsibility for a number of Health & Social Care Profession posts which have a region wide remit including the HSCP Regional Integration Development Lead and teams.
* Where the post holder has accountability for certain functions but does not hold direct line management reporting responsibility for persons responsible for those functions, they will have the authority to ensure the safe and appropriate delivery of services in line with their executive management duties.
* Be accountable for statutory and non-statutory functions that the Regional Director will need to perform in line with agreed REO priorities.
* Be responsible with Executive Management Team colleagues for implementation at Health Region level of key national policy, strategies and programmes of care with a particular focus on the contribution of HSCPs including, but not limited to:
* Achieving Performance Targets in both Scheduled and Unscheduled Care
* National Dementia Strategy
* National Cancer Strategy
* National Stroke Strategy
* National Maternity Strategy
* National Trauma Strategy
* Modernised Care Pathways Programme
* National Genetics and Genomics Strategy
* Healthy Ireland Strategic Action Plan and Implementation Plan
* Sharing the Vision – A Mental Health Policy for Everyone
* Connecting for Life, the national suicide prevention strategy
* Digital Health Framework for Ireland
* HSCP Deliver, A Strategic Guidance Framework for HSCP 2019-2026
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| **Reporting Relationship** | This is a permanent post and the post holder will report directly to the Regional Executive Officer and will be, for a three-year period\*, a member of the Health Region Executive Management Team. The post holder will work in partnership with the appointed Regional Clinical Director, Regional Director of Nursing & Midwifery, Regional Director Population and Public Health and other multi-disciplinary team colleagues as a member of the Clinical Executive Team.The postholder will have direct line management responsibility for health & social care professional posts which have region wide remit including the HSCP Regional Integration Development Lead and teams.\*During the initial three-year period, discussions will take place with relevant stakeholders regarding the HSE’s objectives for future clinical governance arrangements within the Health Regions. |
| **Key Working Relationship** | The Regional Director Health and Social Care Professions (RDHSCP) will be a member of the Health Region Executive Management and Regional Clinical Executive Teams working collaboratively to assist the REO on all clinical and other relevant matters relating to the provision of health and social care services. The Regional Health and Social Care Professions Director (RDHSCP) will foster collaborative multi-disciplinary working arrangements with the wider clinical / health and social care community and promote active community engagement at Health Region level. In the execution of the role, the RDHSCP will work alongside, and be supported by the Health Region Executive Management Team comprising: **Health Region Level** * REO, Executive Management Team and Integrated Healthcare Area Managers/Teams
* Regional Clinical Executive Team inclusive of the Regional Clinical Director, Regional Director of Public & Population Health, Regional Director of Nursing & Midwifery, Regional Network of Care Leads, GPs and others.
* Regional Planning and Performance Team inclusive of Regional Director of Planning and Performance, Regional Clinical Director, Regional Director of Nursing and Midwifery Regional Director Population and Public Health, Regional Disability Lead
* RDHSCP colleagues in other Health Regions
* Health Region Quality and Patient Safety Functions
* HSCP Regional Integration Development Lead and team, HSCP Discipline Managers & Senior HSCP Managers across acute, community, mental health, disability, primary care HSCP services
* Colleagues in Section 38 and 39 organisations and other statutory and non-statutory partners
* Health Region Patient Partnership Forum, Regional Health Forum, GP Forum, regional voluntary forum and other relevant engagement fora
* Business support functions at Health Region level
* Change and Innovation Hub colleagues
* Academic partners within the Health Region and nationally

**Nationally and HSE Centre** * HSE National Directors and Advisors
* HSE Chief Clinical Officer & team including leads for National Clinical Programmes
* HSE National HSCP Advisor
* National HSCP Lead and National HSCP Office and related national fora
* National Patient Safety Office
* Department of Health Chief HSCP Officer
* CORU
* Higher Education Institutes
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| **Purpose of the Post**  | The primary purpose of the Regional Director Health and Social Care Professions role is to:* provide overarching clinical leadership and professional assurance for Health and Social Care Professionals across the full continuum of care, encompassing hospital and community-based and public health services within the Health Region, including those provided by Section 38 and 39 organisations
* Work collaboratively with all HSCPs to support integrated governance arrangements and drive integrated work practices within and between services as a core enabler of Networks of Care.

The RDHSCP will be responsible for compliance with clinical practice standards of all regulated and unregulated professions within the HSCP clinical workforce umbrella cohort (currently 26), within the context of a multi-disciplinary team-based approach. This will be achieved through: * Setting strategic objectives that support positive outcomes and experiences for patients, service users and families;
* Enabling regional reform, compliance with legislative and regulatory frameworks, safe health & social care staffing, maximising capacity, mobility and flexibility of the allocated resource, and honouring the core values of the Health Service Executive; Care, Compassion, Trust & Learning.

The Regional Director Health and Social Care Professions reporting to the Regional Executive Officer and as a member of the Executive Management Team will:* Lead on overseeing clinical care co-ordination, implementation and scale up of integrated care. The role provides HSCP clinical leadership and professional governance required for the establishment of integrated care pathways and Networks of Care facilitating person-focused, integrated and multidisciplinary delivery of care for service users and patients.
* Be accountable for the delivery high-quality clinical and professional HSCP leadership of all Health Region activities. This includes ensuring that HSCP professional leadership is embedded at all levels of the Health Region.
* Lead oversight of quality of health & social care professional services within the Health Region including sharing intelligence and working with other key partners and regulators across and outside their system to improve quality of care and outcomes.
* Play a key role with others, building partnerships and collaborating with relevant funded provider agencies, public health, local government, other partners, and local people to deliver better access, improvements in life outcomes and reductions in health inequity.
* Work with the Regional Executive Management team to identify and enable drivers of productivity and to identify performance risks and issues related to the quality of patient care and work with relevant providers and partners to enable and deliver solutions.
* Will be accountable for securing and developing multi-professional clinical and care leadership in delivery of the Health Region objectives in partnership with the Regional Clinical Director, Regional Director of Nursing & Midwifery, and other colleagues.
* Drive HSCP research, education, transformation, innovation and digital enablement to support the delivery of integrated care aligned to health region population needs and informed by Health Needs Assessment.
* Actively foster a partnership approach and co-creation/ co-design with service users/patients working with and aligning to the Health Region Patient and Service User Engagement Office.
* Drive regional implementation of the National HSCP Deliver – *Strategic Guidance Framework for Health and Social Care Professions;* achieving its impacts of high quality, evidence based integrated care consistently delivered, providing public value.
* Influence and work collaboratively as part of a wider system, to create sustainable opportunities to improve health and wellbeing and reduce the risk posed to future generations through inter-professional care solutions for the population of the Health Region.
* Ensure appropriate HSCP care through standards, regulatory compliance, professionalism and a focus on quality, patient safety, and continuous improvement in patient experience across all services; working collaboratively with colleagues to identify areas for patient safety improvement and/or clinical audit and to inform improvement initiatives, in partnership with the Regional Clinical Director and the Regional Director of Nursing & Midwifery.
* Enable the advancement of clinical practice, service innovation and excellence through collaborations with the Regional Clinical Director, Regional Director of Nursing & Midwifery, Regional Director of Research, the Chief Academic Officer, Academic Health Science Departments, Higher Education Bodies, HSE Centre National HSCP Office, CORU, Department of Health, and other agencies/disciplines as appropriate.

The RDHSCP, reporting to the Regional Executive Officer, in the execution of their role will:* Hold a strategic and whole system clinical leadership role as an integral member of the Executive Management Team to drive integration, Networks of Care, partnerships and a population health approach;
* With executive colleagues, drive the Health Region reform agenda to the relevant clinical communities and care workforce, by demonstrating a shared purpose and visible leadership for the development of integrated networks, care pathways, and processes of care to improve and add value to the lives of individuals, families and communities;
* Shape the design of the Regional Clinical Executive Team and evolving regional clinical governance structures and arrangements;
* Provide professional leadership at executive level to ensure the highest calibre, safe, staffed and sustainable integrated care ensuring appropriate levels of national consistency, standardisation and collaboration across care networks / pathways of care;
* Provide strategic, HSCP clinical, academic and whole system leadership/management across the Health, Region implementing a population health approach that prioritises access and integration;
* Ensure appropriate standards and professionalism and a focus on quality, service user/patient safety, and improved service user/ patient experience across all services;
* Play a key role with others in the Health Region Planning and Performance function to enable operational delivery of care across the continuum, encompassing hospital and community-based services, public health services and Section 38 and Section 39 organisations;
* Ensure appropriate care through standards, regulatory compliance, professionalism and a focus on quality, patient safety, and a continuous improvement in patient experience across all services;
* Lead on coordination and clinical alignment relating to Patient and Service User Engagement with regional objectives;
* Maintain links with the academic, research and education community and institutions within the region, ensuring supply of HSCP clinical workforce and training to meet local needs;
* Report to the Regional Executive Officer in the delivery of improved outcomes and organisational effectiveness via service development and sustainability initiatives, as well as contributing to the realisation of the overall mission, vision, values and strategy of the Health Region and wider HSE;
* Be a system change leader in fostering networks and patient / service user partnerships to positively influence change and service improvement in the interests of local communities;
* Progress multi-disciplinary team working and collective leadership enabling staff to work to their full scope of practice to meet quality patient / service user standards;
* Advance clinical practices and service innovation and excellence through policy development, education, research, digital technologies and academic alliances to ensure a sustainable response to meet integrated care delivery and population needs in the Health Region.

It will be for the Regional Executive Officer to determine what other specific corporate functions each Executive Management Team member is accountable for within the Health Region.  |
| **Principal Duties and Responsibilities** | The Regional Director Health and Social Care Professions (RDHSCP), as a member of the Executive Management Team, is accountable for the efficient, effective and safe delivery of all health and social care professional services for patients as set out in the service plan, in conjunction with the REO and EMT members.In that context, the RDHSCP is accountable and responsible for the following:**Whole System Leadership for the Co-ordination of Integrated Care*** As part of the Regional Clinical Executive Team, take a lead role in the development and implementation of Regional Networks of Care
* Provide system level change leadership to transform services in line with the Sláintecare Reform Programme shaping the development of a sustainable health and social care system and promoting a multi-sectoral approach to meet future population needs.
* Through the strategic planning process, advance the integration of community, primary care, hospital, tertiary care services, voluntary services and local authorities to deliver high quality services to the population, across the full lifespan of need.
* In line with a population health approach and as a core member of the Regional Clinical Executive Team, design and deliver on service redesign on a system-wide scale through the coordination, scale-up and implementation of integrated care programmes and modernised care pathways with a particular focus on health and social care professions solutions for care delivery.
* Drive inter-professional practice and provide system-level support that overcomes obstacles to broadening access to healthcare, ensuring patients and service users are seen earlier, are progressed through a simplified journey towards definitive treatment, enabling maximum service delivery at community level.
* Actively sponsor clinical and collective leadership and progress multidisciplinary team-based development programmes to optimise the complementary skills available for integrated care across all services.
* Collaborate on the development of research and innovation strategies and inter-professional education fostering collaboration across third level institutions and clinical providers.

**Accountability, Ethics & Values** * Embed a culture of collaboration and partnership through leadership practices that facilitate the co-ordination and implementation of integrated care through a shared vision with health and social care professionals, managers and those with lived experience of health and social care.
* Provide oversight and ensure compliance with professional and regulation requirements of health and social care professionals within the context of a wider multidisciplinary team-based approach to care delivery.
* Reinforce health and social care professional values and standards of practice, promoting and participating in the design and delivery of sustainable and efficient care options to enable the delivery of integrated care.

**Strategic Planning and Performance*** As part of Regional Clinical Executive Team, take an agreed lead role as required on behalf of HSCPs for the development of the Health Region Strategic and Service Plans including the regional clinical strategy as part of the Regional EMT and within the context of the Planning and Performance function.
* Ensure future health planning and emergency planning responses that maximise health and social care professions capacity, knowledge and skills to enable them lead, adapt and manage pressures, challenges, and new revolutionary approaches to advance care delivery.
* As a core member of the Regional Clinical Executive Team, take executive responsibility and an agreed lead role as required on behalf of HSCPs for the implementation of the Performance Accountability Framework including Key Performance Indicators at Health Region level informed by evidence and focused on achieving better outcomes and experiences for patients, services users and communities.
* Work with the EMT to identify performance risks and issues and mitigation strategies related to the quality of patient care provided by health and social care professions for the safe delivery of integrated care in the Health Region.
* Contribute to the development of national policies, procedures, guidelines and frameworks in conjunction with the National HSCP Lead and National HSCP Office.
* Action the implementation of national policies at regional level including but not limited to the HSCP Deliver and Digital Health and Patient Safety.
* Actively collaborate on strategic planning for the regional workforce including undergraduate capacity within an integrated delivery structure; supporting the development of competence and healthcare transformation, digital skills and technology, and the design and delivery of new services and approaches based on high performance in inter professional teams.
* As a core member of the Regional Clinical Executive Team, take executive responsibility and an agreed lead role as required on behalf of HSCPs for clinical training and continuous professional development for health and social care professionals and associated care teams including advanced levels of specialism and develop inter-professional CPD training and education opportunities working with academic partners to address key future workforce needs.

**Patient Experience and Service User Engagement** * Provide professional advocacy and professional insights to align public protection, clinical governance, patient safety and risk management with patient experience.
* As a core member of the Regional Clinical Executive Team, take executive responsibility and an agreed lead role as required on behalf of HSCPs for coordination and clinical alignment of patient experience and service user engagement. This will include the provision of assurance to the REO with respect to patient involvement in co-design, co-decision making, co-implementation and co-evaluation of care to inform service improvement in the region.
* Support Patient and Service User Partnerships and Participation for effective executive-level governance, through meaningful engagement with patients, services users, carers, families, people with lived experiences, and other members of the public across the region.
* Provide support to the Office of Patient Partnerships & Participation to establish effective inter-professional patient engagement networks. Ensure learnings from Your Service Your Say and findings and recommendations from Ombudsman Reports are addressed and progressed as appropriate, demonstrating and promoting regional and organisation-wide culture of patient safety, trust and public confidence

**Quality and Patient Safety*** As part of the Clinical Executive Team, design appropriate, fit for purpose HSCP clinical governance arrangements that meet the needs of an integrated health and social care delivery system at Health Region level informing clinical decision making and service developments.
* Provide executive leadership of multi-disciplinary colleagues in the ongoing design and implementation of models of care/care pathways in line with national guidance to support implementation of the Integrated Service Delivery Model including Networks of Care across the Health Region.
* Working with Quality and Patient Safety colleagues, drive clinical collaboration and care co-ordination to create positive learning environments for the implementation of safe and effective integrated care, maximising the mobility and flexibility of health and social care professions staff across acute and community care boundaries.
* Provide the co-ordinated leadership for a whole systems approach that enables the ongoing optimisation and professional development of the health and social care workforce and embeds a positive learning culture for patient safety, quality measurement/audit and continuous quality improvement.
* Working with the Regional Clinical Executive Team and Quality and Patient Safety function at Health Region level support the commissioning of service reviews and the management of serious incidents as required.
* Have a working knowledge of the CORU Codes of Professional Conduct and Ethics

**Business & Financial** * In conjunction with the executive management team, be accountable for health region budget and work within the parameters of the National Financial Regulations, Performance Accountability Framework and HSE guidelines to ensure fiscal compliance and management.
* Promote the use of robust evidence, data and national frameworks to inform and shape resource planning and utilisation.
* Conduct financial planning and analysis to ensure effective and optimal utilisation of funds and report on activity to provide assurance to the HSE on regional implementation with national oversight.
* Enable the development of more sustainable, efficient approaches including a focus on sustainable energy, water and waste initiatives.
* Contribute to digital and ICT systems development that fosters integrated working, reduces duplication and enhances efficiency, cost savings and value for money.
* Act as spokesperson for the Organisation as required
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.
* Demonstrate pro-active commitment to all communications with internal and external stakeholders
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| **Health and Safety** | The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment. These duties must be performed in accordance with the HSE health and safety polices. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with HSE policy documents and as set out in the safety statement, which must be read and understood.* Have a working knowledge of the Health Information and Quality Authority (HIQA) and Mental Health Commission Regulation and Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards, Safeguarding etc.and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**The above Job Description 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.** |
| **Eligibility Criteria****Qualifications and/ or experience** | **The applicant pool for this campaign is restricted to existing HSE staff who meet the following eligibility criteria at the latest date of application:** * A recognised professional qualification in a Health and Social Care Profession1

**And*** A post graduate qualification in management/leadership or related area

**And*** 10 years post qualification experience in one of the named professions encompassed in the National HSCP Office including a minimum of 5 years working at the level of Manager or higher.

**And*** Proven experience in developing and delivering strategic plans and programmes of work.

**And*** Experience of leading inter-professionally, influencing and delivering large scale change.

**And*** Experience of working with multiple stakeholders, to achieve results through collaborative working.

**And*** Candidates must possess the requisite clinical, leadership, managerial and administrative knowledge and ability for the proper discharge of the duties of the office.

Note 1: *Candidates must have a recognised HSCP qualification relevant to the professions encompassed in the National HSCP Office –Please refer to Additional Campaign Information for the list of professions***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.  **Character**Each candidate for and any person holding the office must be of good character. |
| **Other requirements specific to the post** | Access to appropriate transport to fulfil the requirements of the role as the post will involve travel  |
| **Additional eligibility requirements:** | **Citizenship Requirements** Eligible candidates must be: 1. EEA, Swiss, or British citizens

**OR**1. Non-European Economic Area citizens with permission to reside and work in the State

Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status.To qualify candidates must be eligible by the closing date of the campaign. Read more about [Department of Enterprise, Trade & Employment Work Permits](https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/). |
| **Skills, competencies and/or knowledge** | **Clinical and Professional Knowledge, Organisational Vision and Mission Driven*** Demonstrates a high degree of understanding, commitment, professionalism and dedication to the health and social care transformation agenda in Ireland.
* Knowledge of the issues, developments and current thinking in relation to the 26 Health and Social Care Professions.
* Clear understanding of challenges facing the service and strategies required to address these.
* Articulates the strategic vision, mission and strategic goals of the health system reform programme.
* Holds self and others accountable for the advancement of Health and Social Care Professionals.
* Promotes professional leadership within heath and social care professionals, providing strategic vision and direction to co-ordinate and integrate health and social care professionals across boundaries.

**Systems Leadership** * Demonstrates knowledge of systems thinking and leadership in problem-solving and decision-making.
* Demonstrates evidence of the broad-scale impact of health and social care professions’ decisions on the healthcare system as a whole.
* Ability to lead cohesive teams to deliver on HSE objectives and priorities.
* Actively supports the involvement of patients/service users and the public as a core element of effective governance.
* Implements and communicates new ways of working that challenge and transform organisational culture and takes account of learning from past experiences.
* Building on the potential of establishing trust, involvement, and team-working engages with staff to optimise their contribution to the organisation in the long term.
* Sets high standards personally and for others in the organisation and acts as a positive role model and change leader across the healthcare environment.

**Delivering Excellence in Care Quality, Safety and Patient Experience*** Clear focus for the delivery of high-quality person-centred care experiences that delivers public confidence, service improvement and productivity.
* Demonstrates a positive bias towards patient safety and service excellence, to drive the co-ordination and development of national frameworks, standards and guidance for care standardisation and consistency.
* Promotes a high-performance culture that fosters clinical governance and leadership and puts strong emphasis on the effective and efficient deployment of financial and human resources.
* Establishes processes and systems that clearly assign accountabilities and measures the impact and value for money of initiatives.
* Engage in the development of future scenarios that position health and social care professionals to lead and adapt for integrated service delivery and future population health requirements.
* Places strong emphasis on achieving high standards of excellence and the value of perseverance
* Commits a high degree of energy to well directed activities and looks for and seizes opportunities that are beneficial to achieving organisation goals.

**Professional Integrity and Person Effectiveness*** Proactively promote the HSE values of Care, Compassion, Trust and Learning.
* Utilise a consistently high level of personal and professional commitment to serving the health service of Ireland, the staff and the citizens of Ireland.
* Advocate for patients, service users and staff in the delivery of optimal healthcare.
* Demonstrate honesty, openness, transparency and integrity and embrace an ethical approach in keeping with a public service ethos.
* Sustains a high level of performance and resilience in pressure situations
* The ability to deal with challenging and sometimes difficult situations in a constructive fashion, maintaining composure when dealing with crises and keeping a sense of perspective and balance in situations that involve significant personal or work challenge.
* A strong sense of personal self-belief and integrity and a willingness to be an independent voice, if that is necessary.
* A sense of willingness to learn from experience and to identify opportunities to further grow and develop

**Judgement and Strategic Thinking*** Demonstrates well developed strategic thinking and professional judgement across a broad and complex agenda.
* Appreciates the complexity of issues, acknowledges interdependencies and sees linkages between strategic priorities and their environmental context.
* Takes a systematic overview of issues and challenges and ensures that organisational systems are aligned for the safe efficient and effective delivery of objectives.
* Has the ability to rapidly assimilate and analyse complex information; considers the impact of decisions before taking action; anticipates problems.
* Recognises when to involve other parties (at the appropriate time and level).
* Is willing to take calculated risks in the interests of furthering the designated care group agenda.
* Makes timely decisions and stands by those decisions as required.

**Building Relationships, Influencing and Stakeholder Management*** Demonstrates clinical and personal credibility to others and represents the organisation effectively for public confidence and trust.
* Acts as an advocate for patients, service users and the health and social care professions, advising and educating in relation to national health trends, patient care outcomes and workforce matters. Ensure the review and development of health and social care services to best address population health needs.
* Negotiates and influences skilfully and respectfully to achieve buy-in to change and sustain momentum towards organisational reform.
* Ability to work collaboratively and successfully with others, appreciating diversity, complexity and competing stakeholder demands whilst also exercising sound judgement and decisiveness in interactions.
* Works effectively within the political process, recognising and managing tensions arising from different stakeholder perspectives.
* Anticipates where sensitivities and complexities may arise and plans an effective approach to achieve goals and targets.
* Builds effective and sustainable relationships and achieves outcomes through engagement and consensus building
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| **Campaign Specific Selection Process****Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of 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 selection process. Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **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. For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at <https://www.hse.ie/eng/staff/resources/diversity/>  |
| **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 that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should 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.The CPSA Code of Practice can be accessed via <https://www.cpsa.ie/>. |
| The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.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. |



**Regional Director Health and Social Care Professions (HSCP)**

**Terms and Conditions of Employment**

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| **Tenure**  | The current vacancies available are permanent and whole time. The post is pensionable. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Remuneration**  | The Salary scale for the post is: €124,956 €130,511 €136,065 €141,616 €147,172 €152,723(01/03/25)New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies. |
| **Working Week** | The standard working week applying to the post is to be confirmed at Job Offer stage. HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th, 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016). |
| **Annual Leave** | The annual leave associated with the post will be confirmed at Contracting stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.***\* Public Servants not affected by this legislation:***Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Children Guidance and Legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.For further information, guidance and resources please visit: [HSE Children First webpage](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/). |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include:* Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.
* Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.
* Consulting and communicating with staff and safety representatives on OSH matters.
* Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.
* Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2).
* Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.
* Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.

**Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.  |
| **Ethics in Public Office 1995 and 2001** | Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below: A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive Officer not later than 31st January in the following year.B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of the HSE and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive Officer. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive Officer. C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission’s website <https://www.sipo.ie/>. |

1. A template SSSS and guidelines are available on [writing your site or service safety statement](https://www2.healthservice.hse.ie/organisation/national-pppgs/writing-your-site-or-service-safety-statement/).

2 Structures and processes for effective [incident management](https://www2.healthservice.hse.ie/organisation/qps-incident-management/incident-management/) and review of incidents. [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)