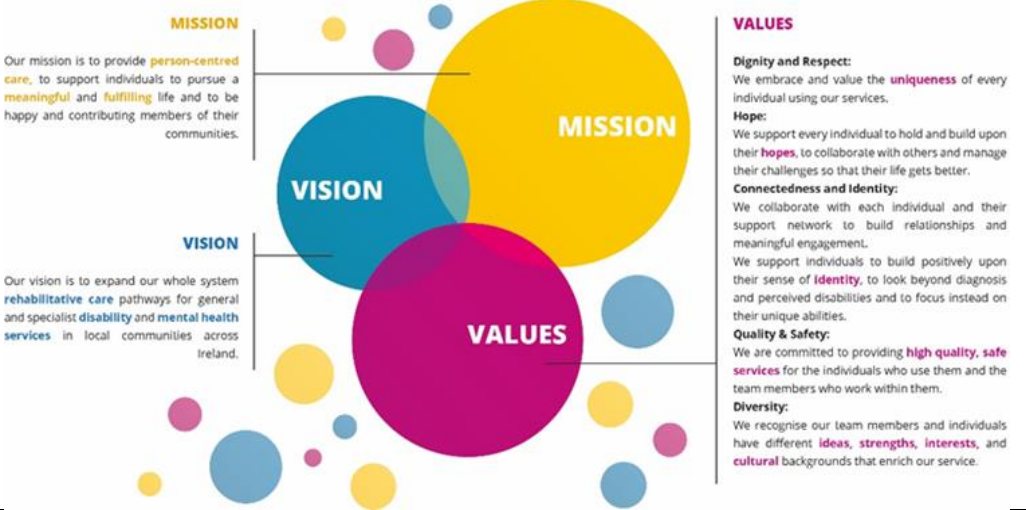
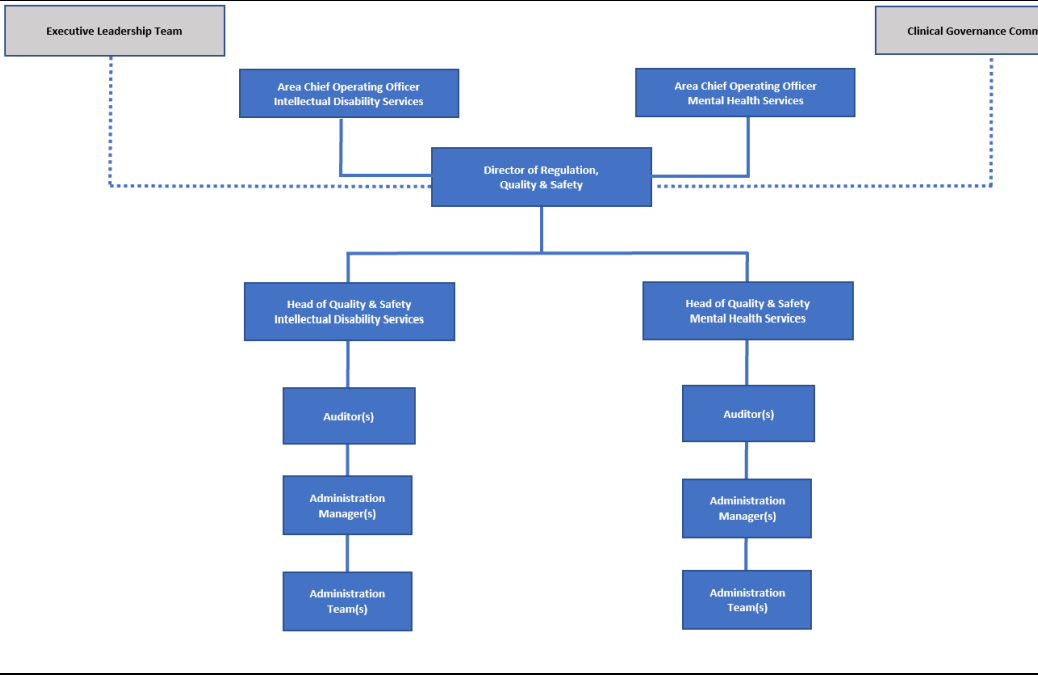




Job Description	Director of Regulation, Quality and Safety
<p>Introduction to Nua Healthcare Services</p>	<p>Nua Healthcare Services (Nua) is Ireland’s leading private residential care provider for persons with intellectual disabilities and mental health issues. Established in 2004, Nua offers Residential, Supported Living, Day, and Community Outreach Services to Children and Adults with a range of complex Intellectual Disability and Mental Health support requirements.</p> <p>At Nua, we are proud to offer high standards of service and care, and we are also proud of our facilities, which combine modern living with beautiful outdoor environments.</p> <p>Our team bring a wealth of experience in supporting individuals with a range of diagnosis, associated, and sometimes complex needs:</p> <ul style="list-style-type: none"> ▪ Autism Spectrum Disorder ▪ Attention Deficit Hyperactive Disorder (ADHD) ▪ Acquired Brain Injury ▪ Challenging Behaviour ▪ Intellectual Disabilities ▪ Mental Health Rehabilitation and Recovery ▪ Personality Disorders <p>Nua is committed to promoting and maintaining a workplace environment that celebrates diversity & inclusion. We pride ourselves on being a workplace that respects and values every team member.</p> <p>Nua is culturally aware and is committed to equality. We recognise the existence of, and object to, discrimination in all its forms. We lead by example and take responsibility for creating a better workplace for everyone. We encourage our team members to pursue their careers with us in the knowledge that, regardless of age, gender, sexual orientation, civil status, religion, disability, or ethnicity, each team member is equal and entitled to the same opportunities and benefits as their peer, so their hard work and personal commitment ultimately leads them to better their lives and the lives of their families.</p> <p>All employees are required to know and to live our Mission, Vision, and Values.</p>

<p>Mission, Vision and Values</p>	 <p>MISSION</p> <p>Our mission is to provide person-centred care, to support individuals to pursue a meaningful and fulfilling life and to be happy and contributing members of their communities.</p> <p>VISION</p> <p>Our vision is to expand our whole system rehabilitative care pathways for general and specialist disability and mental health services in local communities across Ireland.</p> <p>VALUES</p> <p>Dignity and Respect: We embrace and value the uniqueness of every individual using our services.</p> <p>Hope: We support every individual to hold and build upon their hopes, to collaborate with others and manage their challenges so that their life gets better.</p> <p>Connectedness and Identity: We collaborate with each individual and their support network to build relationships and meaningful engagement. We support individuals to build positively upon their sense of identity, to look beyond diagnosis and perceived disabilities and to focus instead on their unique abilities.</p> <p>Quality & Safety: We are committed to providing high quality, safe services for the individuals who use them and the team members who work within them.</p> <p>Diversity: We recognise our team members and individuals have different ideas, strengths, interests, and cultural backgrounds that enrich our service.</p>
<p>Regulation, Quality and Safety Department</p>	<p>The Regulation, Quality, and Safety Department is a key component of Nua’s service model. It is responsible for ensuring that all our services comply with all regulations and associated standards, internal policies and procedures, and national policy.</p> <p>Therefore, the Regulation, Quality, and Safety Department must monitor changes to regulations, associated standards, internal policies and procedures, and national policy. The department must design and fulfil internal audits across all departments and always demand the most exacting levels of compliance.</p> <p>To be effective, the Regulation, Quality, and Safety Department will maintain key relations within our services and, as necessary, with regulatory bodies such as HIQA, MHC, and the HSA. Auditing within Nua is considered ongoing, and each service and department must have its own continuous improvement plan, which will be monitored daily and reported weekly.</p> <p>The key legislation in focus for our services includes the Health Act 2007, the Mental Health Act 2001, the Safety, Health, and Welfare at Work Act 2005 and related regulations, standards, and codes of practice. The Assisted Decision Making and Capacity Act 2005 and the General Data Protection Regulations.</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> ▪ As Director of Regulation, Quality and Safety, you will lead and be responsible and accountable for regulation, quality, and safety across our entire service. ▪ You will work collaboratively with the Senior Leadership Team (SLT), and you will advise and lead colleagues on matters relating to external regulations and legal and contractual obligations linked to service delivery. ▪ The post holder is responsible for organising department activities and resources, managing the performance of each member of the regulation, quality, and safety team, and ensuring the fulfilment of departmental objectives as defined within the yearly business plan. ▪ The Director of Regulation, Quality and Safety is a Senior Leadership Team role and, therefore, is expected to analyse the performance of the service to consider regulatory compliance, quality, safety, and continuous improvement in the short, medium, and long-term interests of the service. Therefore, it is the responsibility of the post holder to make

	<p>recommendations and to develop associated service improvement plans.</p> <ul style="list-style-type: none"> ▪ The post holder is responsible for reporting to the Senior Leadership Team weekly or as necessary. They must ensure accurate communication, provide related assurances, and prompt appropriate corrective actions when needed. ▪ The post holder is responsible for reporting to the Clinical Governance Committee monthly or as necessary. They must ensure accurate communication, provide related assurances, and prompt appropriate corrective actions when needed. ▪ The post holder is responsible for maintaining accurate, up-to-date legislation and associated regulations, standards, and national policy register. ▪ The post holder is responsible for maintaining accurate, up-to-date risk registers (risk assessments, emergency response plans) for all departments and services. ▪ The post holder is responsible for developing and managing budgets. Ensuring all team members under their direct management always perform their duties to the highest standards possible and, in this regard, overseeing performance management practice within the department. <p>▪ The list of key responsibilities is not exhaustive.</p>
<p>Reporting & Key Relationships</p>	<ul style="list-style-type: none"> ▪ The post holder reports directly, but separately, to the Area Chief Operating Officer for intellectual disability services and the Area Chief Operating Officer for mental health services. ▪ The post holder maintains relationships with the Chief Executive Officer, Financial Director, Director of Admissions, Director of Discharges & Transitions, Director of Services, Clinical Directors, Directors of Nursing, Director of Operations, Persons in Charge, Operational Managers, Head of Building & Planning, Director of CLaD Hub, and departmental managers (e.g., Human Resource Manager, Recruitment and Retention Manager, Training Manager, IT Manager, Supported Living Services Managers). ▪ This list is not exhaustive.
<p>Department Specific Structure</p>	<ul style="list-style-type: none"> ▪ Nua Healthcare Services reserves the right to amend or change its organisational structures as required, at any time, to meet the needs of the services it delivers.

	 <pre> graph TD ELT[Executive Leadership Team] -.-> D[Director of Regulation, Quality & Safety] CGC[Clinical Governance Committee] -.-> D ACOO1[Area Chief Operating Officer Intellectual Disability Services] --- D ACOO2[Area Chief Operating Officer Mental Health Services] --- D HQS1[Head of Quality & Safety Intellectual Disability Services] --- ACOO1 HQS2[Head of Quality & Safety Mental Health Services] --- ACOO2 A1[Auditor(s)] --- HQS1 A2[Auditor(s)] --- HQS2 AM1[Administration Manager(s)] --- A1 AM2[Administration Manager(s)] --- A2 AT1[Administration Team(s)] --- AM1 AT2[Administration Team(s)] --- AM2 </pre>
<p>Authority Levels</p>	<ul style="list-style-type: none"> ▪ The post holder is authorised to initiate Nua’s performance management procedures and, as necessary, its disciplinary procedures. ▪ The post holder is authorised to spend up to €20,000 in one transaction for services deemed necessary to achieve the department’s objectives once in line with all relevant financial control procedures. Ref policy: PL-F-001.
<p>Other Requirement</p>	<ul style="list-style-type: none"> ▪ Genuine respect and empathy for diversity and individuality. ▪ Responsible and mature approach to work. ▪ Excellent interpersonal and communication skills with ability to adapt to new environments. ▪ Experience of / with people with additional and/or complex needs ▪ Enthusiastic, proactive self-motivator who can provide holistic supports of the highest quality. ▪ Self-driven with proven record of achievement. ▪ Ability to set high personal standards of performance and delivery of desired results.
<p>Competencies / Skills</p>	<ul style="list-style-type: none"> ▪ Strong analytical skills: dynamic interpersonal, communication and relationship management skills, alongside the gravitas that this post demands. ▪ Strong problem-solving skills and judgment in making critical decisions and recommendations. ▪ Capable of working within a fast-paced and flexible team. ▪ Good listener and open to learning from others. ▪ Excellent organisational skills; self-motivated; self-starter. ▪ Excellent verbal and written communication and IT skills. ▪ Dedicated, reliable and a flexible approach to work. ▪ Full clean driver’s licence.



<p>Essential Criteria</p>	<ul style="list-style-type: none"> ▪ Master’s level qualification in a related field or equivalent professional experience. ▪ Management qualification or equivalent level of skill acquired through experience. ▪ Knowledge and experience in assisting the development and monitoring of care pathways. ▪ Knowledge and understanding of regulation requirements related to HIQA, MHC, and HSA compliance and of managing inspections and associated improvement activities. ▪ 10 years of experience in a similar role. ▪ Strong experience within a professional or regulatory environment operating at a senior level. ▪ Strong internal compliance, risk management, internal audits, and governance experience. 		
<p>Post Holder: (Print Name)</p>			
<p>Post Holder: (Signature)</p>		<p>Date:</p>	
<p>Line Manager: (Print Name)</p>			
<p>Line Manager: (Signature)</p>		<p>Date:</p>	