



Non-Consultant Hospital Doctor (NCHD) - Intern
Job Specification & Terms and Conditions

Job Title and Grade	Non-Consultant Hospital Doctor (NCHD) - Intern (HSE Grade Code: Intern 1554)
Taking up Appointment	The successful candidate will be required to take up duty on 29 th June 2026
Reporting Relationship	The Intern's reporting relationship is to the Employer via his/her supervisory Consultant Intern Tutor and Clinical Director (if such is in place). The NCHD may be required to report to the designated supervisory Consultant/Clinical Director/Head of Academic Department/Intern Tutor/Intern Coordinator matters relating to medical education, training and research. The Intern will report directly to the Employer as required.
Purpose of the Post	Appointees are required to actively engage in the Intern Training Programme which will be provided by the Intern Training Network and on-site clinical training provided directly by trainers. During the appointment, the successful candidate will, under the supervision of the Consultant/Clinical Director/Employer, participate in and deliver a quality health care service.
Principal Duties	The intern's standard duties and responsibilities include, as directed by the Consultant/Clinical Director Employer to, inter alia: • Participate as a member of a multi-disciplinary team in the provision of medical care to patients. • Diagnose and treat patients under appropriate supervision. • Ensure that duties and functions are undertaken in a manner that prioritises the safety and wellbeing of patients. • Assess patients on admission and/or discharge as required and write detailed reports in the case notes under supervision and as required. • Order and interpret diagnostic tests. • Initiate and monitor treatment. • Communicate effectively with patients and clients. • Attend clinics and participate in relevant meetings, case conferences and ward rounds; followed by documentation of findings on each patient's chart; follow through with actions arising from the round. • Represent the department/profession/team at meetings and conferences as appropriate. • Further progress knowledge of diagnosis and management. • Participate in multi-disciplinary clinical audit and proactive risk management and facilitate production of all data/information for same.

- Co-operate with investigations, enquiries or audit relating to the provision of health services.
- Maintain professional standards in relation to confidentiality and ethics; abide by the Irish Medical Council 'Guide to Professional Conduct and Ethics for Registered Medical Practitioners' and the domains of good professional practice (www.medicalcouncil.ie).
- Seek advice and assistance from the Consultant/Clinical Director/Employer with any assigned cases or issues that prove to be beyond the scope of his/her professional competence in line with principles of best practice and clinical governance.
- Engage in technological developments as they apply to the patient and service administration.
- Cover for occasional unplanned absence of intern colleagues.
- Perform other duties as required by the supervising Consultant/Clinical Director/Employer.

Legislation|Policy|Procedures

- Co-operate with such measures as are necessary to ensure compliance with the requirements of the European Working Time Directive and related Irish legislation.
- Comply with statutory and regulatory requirements, agreed training principles 1 where appropriate, corporate policies and procedures and human resource policies and procedures (e.g. Dignity at Work, Trust in Care, Flexible Working Scheme etc.).
- Co-operate with such arrangements as are put into place to verify the delivery of all contractual commitments.
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of relevant/ designated individual(s) in line with best practice.
- Be aware of risk management issues, identify risks and take appropriate action.

Education and Training

- Attend at NCHD Induction.
- Register with the Intern Training Network to which they have been assigned.
- Participate in mandatory and recommended training programmes in accordance with the intern education programme and organisational/professional requirements.
- Maintain and develop professional expertise and knowledge by actively engaging in continuing professional education and development.
- Make satisfactory progress in his/her training and development as per the requirements of the Intern Training Network and Intern Education Programme.
- Engage in planning and performance reviews as required with the supervising Consultant/Clinical Director/Head of Academic Department/Intern Coordinator.

Health & Safety

- Comply with the policies, procedures and safe professional practice of the Irish Healthcare System by adhering to relevant legislation, regulations and standards.
- Work in a safe manner with due care and attention to the safety of self and others.

	• Be aware of risk management issues, identify risks and take appropriate action. • Promote a culture that values diversity and respect. Administrative • Ensure good working practice and adherence to standards of best practice. • Promote quality by reviewing and evaluating the service, identifying changing needs and opportunities to improve services. • Assist the Consultant/Clinical Director/Employer/Intern Tutor/Intern Coordinator in service/training development, including policy development and implementation. • Ensure the maintenance of accurate records in line with best clinical governance, the organisation's requirements and the Freedom of Information Act, and provide reports and other information I statistics as required. • Engage in service audit and demonstrate the achievement of the service objectives. • Represent the department/profession/team at meetings and conferences as appropriate. • Keep up to date with change and developments within the Irish Health Service. <i>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.</i>
Eligibility Criteria Qualifications and/or experience	We welcome applications from all suitably qualified applicants who are interested in an Intern post with the Irish health service commencing Monday, 29th June 2026 All prospective applicants to Intern posts in the Irish health service commencing Monday, 29th June 2026 must meet the following eligibility criteria: 1. Be a graduate / final year student (of whatever nationality) of a Medical School in one of the following EEA countries: Ireland, Norway, Denmark, Sweden, Italy (see Appendix 5), Lithuania, Luxembourg, Malta, Poland, Portugal, Iceland, Slovenia or 2. Be a graduate / final year student (of whatever nationality) in the following Medical School: RCSI & UCD Malaysia Campus (formerly Penang Medical College, Malaysia) or 3. Be a graduate/final year student of a Medical School in United Kingdom (including Northern Ireland), see important information in Appendix 5 and 4. Your centile, <u>based on your overall degree award OR overall exams</u>, must be available and provided to NRS by the Dean/ Head of your Medical School on or before 5pm on Wednesday, 13th May 2026 and 5. Applicants must have graduated* <u>on or after 1st April 2024 and on or before Thursday 11th June 2026</u> <i>*Graduated: Date by which you will have received your basic (primary) medical qualification, which clearly displays the full date of conferral</i> • Be registered as an Intern on the Internship Registration Division of the Register of Medical Practitioners maintained by the Medical Council (of Ireland).

	• Not be registered or entitled to registration on the General Division, Trainee Specialist Division (other than as an Intern on the latter), Supervised Division, Visiting EEA Practitioners Division or Specialist Division of the Register of Medical Practitioners maintained by the Medical Council. • Not have already commenced Intern training (or equivalent formal practical training) in Ireland or any other country. • Not have already completed Intern training (or equivalent formal practical training) in Ireland or any other country. 6. Your centile must be available on or before 5pm Wednesday 13th May 2026 Applicants must have graduated* <u>on or after</u> 1st April 2024 and be eligible to apply for registration with the Irish Medical Council <u>on or before</u> Thursday 11th June 2026 <i>*Graduated:</i> Date by which you will have received your basic (primary) medical qualification, which clearly displays the full date of conferral 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. Age Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.
Skills, competencies, and/or knowledge	• Sufficient command of the English language to effectively carry out the duties and responsibilities of the role in line with requirements as defined by the HSE. • Sufficient clinical knowledge and evidence based practice to carry out the duties and responsibilities of the role, with appropriate supervision from more senior clinicians. • An ability to apply knowledge to evidence based practice. • Effective team skills and leadership potential. • The ability to plan and deliver care in an effective and resourceful manner. • An ability to manage and develop self in a busy working environment. • The ability to effectively evaluate clinical information and make appropriate decisions under appropriate supervision. • A commitment to assuring high standards and strive for a patient centred service. • Effective team skills. • Effective communication and interpersonal skills including the ability to collaborate with colleagues, families etc. and good presentation skills.

	• Awareness and appreciation of the patient and the ability to empathise with and treat others with dignity and respect, with awareness of patient safety at all times. • Flexibility and openness to change. • Ability to utilise supervision effectively. • A willingness to develop IT skills relevant to the role.
Competition Specific Selection Process	Selection of candidates will be on the basis of (i) CAO Status, (ii) employment permit legislation and (iii) centile ranking of candidates in line with the process outlined in A Guide to Application and Appointment to Intern Training in Ireland 2026 .
Shortlisting/Interview	Interviews will not be held for intern posts. However, if you have applied for an academic track intern post and you are shortlisted, you will be called for interview.
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 Code of Practice sets out how the core principles of probity, merit, equity, and fairness might be applied on a principle basis. The Codes also specifies the responsibilities placed on candidates, feedback facilities for candidates on matters relating to their application, when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process, and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, Information for Candidates". Codes of Practice are published by the CPSA and are available on www.hse.ie in the document posted with each vacancy entitled "Code of Practice, Information for Candidates" or on www.cpsa.ie.