



Physicist, Principal
HSE Mid West, Acute Services
HSEMW061-26
Job Specification & Terms and Conditions

Job Title, Grade Code	Physicist, Principal Physicist, Principal (Grade Code: 3816)
Remuneration	The salary scale for the post is (as at 01/02/2026): €96,778; €103,719; €110,783; €117,912; €124,513; €128,499; €132,483 LSIs 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.
Campaign Reference	HSEMW061-26
Closing Date	Thursday 19 th March 2026 @ 12 Noon
Proposed Interview Date (s)	Candidates will normally be given at least one 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	HSE Mid West FSS An Íarthar Láir There is currently one permanent whole-time vacancy available in Medical Physics Department, University Hospital Limerick. The post will be located in University Hospital Limerick. The posts are required to support the existing and expanding services and new developments across the Region. Successful Candidates may be required to work in any service area in the acute services HSE Mid-West as the need requires. A panel may be formed as a result of this campaign, from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled for the HSE Mid-West.
Informal Enquiries	We welcome enquiries about the role. Name: Ms Aoife Gallagher, Chief Physicist, HSE Mid-West, Acute Services Telephone: 061 588608 Email: aoife.gallagher@hse.ie Please email UHLRecruitment@hse.ie with any Recruitment queries.
Details of Service	HSE Mid West Six Health Regions have been established within the HSE, on the basis of the geographical boundaries agreed by the Government in July 2019 and they are fully operational since 2024. Each Health Region is tasked with population specific planning resourcing and delivery of health and social care services for the needs of its unique population. This will result in improved accountability and governance in terms of finance and performance, while also bringing decision-making closer to the frontline.



	<p>Health Regions will enable and empower staff to provide services that are:</p> <ul style="list-style-type: none"> • Integrated, locally planned and delivered • Easier to access and navigate • Available closer to home <p>Health Regions are geographically-based units with clearly defined populations. They align community and hospital services within specific areas. The HSE will retain a strong but leaner central organisation, with more service provision developed at a local level.</p> <p>The newly established HSE Mid-West Health Region will manage and deliver all public Health and social care services for Limerick, Clare and North Tipperary serving a population of over 413,059 people. The redesign of services will allow new pathways to be developed between acute hospitals, community services, primary care, health & wellbeing and voluntary sectors to develop more integrated, patient-centred care. HSE Mid-West Includes all hospital, community healthcare and public health services in the region. This includes:</p> <p>HSE Mid West Acute Services consisting of:</p> <ul style="list-style-type: none"> • University Hospital Limerick • University Maternity Hospital Limerick • Ennis Hospital • Nenagh Hospital • Croom Hospital • St John’s Hospital (voluntary) <p>Medical Physics Department :</p> <p>The Medical Physics Department currently provides scientific and technical support to all the clinical specialties which require the use of X-ray imaging and Nuclear Medicine services to deliver patient care in the Acute Services. Staff provide a broad range of support activities across the Directorates which includes equipment management, radiation protection services, safety and risk management, Quality Assurance, research, teaching and training. Where possible, once service requirements are met, staff members contribute to teaching programs in national and local third level institutions. There are strong links with the University of Limerick.</p>
<p>Reporting Relationship</p>	<p>The post holder will report to the Chief Physicist Medical Physics Department to which they will be assigned for operationally based roles.</p>
<p>Purpose of the Post</p>	<ul style="list-style-type: none"> • Under the direction of the Chief Physicist, the Principal Physicist will take responsibility for the Medical Physics support for radiation services in the Acute Services, HSE Mid-West. • The Principal Physicist will provide a leadership role in the provision and development of radiation protection and quality assurance for radiation services. • They will contribute to the delivery of high-quality patient care by providing medical physics scientific and technical support to the Acute Services, HSE Mid-West professionals. <p>They will liaise closely with the Radiation Protection Advisers (RPA) and Medical Physics Experts (MPE) in the Group.</p>
<p>Principal Duties and Responsibilities</p>	<p><u>Management Duties and Responsibilities:</u></p> <p>The Physicist, Principal will:</p> <ul style="list-style-type: none"> • Engage and communicate effectively with senior management at hospital and national level.



- Provide a leadership role for medical physics within a multidisciplinary environment.
- Deputise for the Chief Physicist when required.
- Contribute to the leadership and strategic development of the Medical Physics service in the Acute Services, HSE Mid-West.
- Contribute to all aspects of staff management to enable the delivery of high-quality services including performance management and disciplinary procedures.
- Assist in the development of skills and experience for staff.
- Organise, delegate and motivate others.
- Make decisions appropriate to the position.
- Develop and implement local and national protocols and procedures.
- Co-ordinate and develop the research strengths within the Medical Physics Department.
- Maintain and develop the existing research communication path between the Medical Physics Department and clinical departments within the Acute Services, HSE Mid-West.
- Maintain and develop the existing research communication path between the Medical Physics Department and external collaborators.

Professional Duties and Responsibilities

The Physicist, Principal will:

- Provide scientific and technical support to the radiation service including the following:
 - Optimisation of imaging and imaging protocols.
 - Performing risk assessments and contribute to the preparation and revision of radiation safety procedures.
 - Development of service with advancement of new techniques and procedures.
 - Input to research studies & multi-centre trials.
- Provide advice and support in maintaining systems/infrastructure for radiation protection to ensure compliance with regulations and guidelines, where appropriate, addressing immediate and on-going radiation safety issues.
- Manage and assist where required, in the planning, development and equipping of new installations.
- Specify, evaluate and recommend as well as participate in the selection, installation, acceptance testing and commissioning of new equipment.
- Critically analyse existing practice with a view to providing a more effective and efficient service.
- Liaise with manufacturers in conjunction with the clinical users on complex fault diagnosis and resolution.
- Provide innovative solutions to a range of complex problems and practical issues.
- Be responsible for the development, establishment and supervision of the protocols required to ensure the day to day scientific and technical quality of all relevant instruments and procedures including the routine management of technical quality assurance programmes as they relate to medical imaging systems.
- Carry out quality control duties as required.
- Contribute to audits to inform patient management and clinical care.



- Be available for consultation with medical consultants and other medical staff, radiographers, nursing, allied health professionals, technical staff, service engineers, and other physics staff.
- Provide on-going support to mechanisms for clinical governance, audit and regulatory compliance.
- Participate as required in relevant hospital management committees with a view to maintaining and improving quality, safety, and cost-effectiveness of its services.
- Participate and comply with quality and governance procedures within the Department including quality initiatives, risk management and risk mitigation.
- Participate in departmental seminars and scientific meetings to disseminate knowledge acquired through study or research.
- Instigate and contribute to seminar programmes, in-service lectures, scientific and clinical meetings.
- Develop, manage and participate in radiation protection training and education programmes.
- Initiate and participate in research, development and innovation and in the design and execution of projects, instruments and interfaces needed by the clinical equipment users. This includes the supervision of graduate students and medical physics trainees, application for grant funds and publication of results in peer-reviewed journals.
- Be encouraged to establish and maintain links with relevant academic institutions in accordance with any arrangements concluded in that respect between the employer, the academic institutions and the holder of the post.
- Initiate and develop new projects within the Medical Physics Department and the Acute Services, HSE Mid-West including advancement or development of new techniques/procedures with a view to providing a more effective and efficient service.
- Undertake and encourage the publication and presentation of research activities performed by the Department.
- Participate in the development of the strategic platform of medical physics nationally.
- Actively participate in activities that constitute continuing professional development.
- Undertake other duties to maintain existing services or assist in the development of new services and disseminate information as appropriate.
- Have a working knowledge of the 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.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
- 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 him/her from time to time and to contribute to the development of the post while in office.



<p>Eligibility Criteria</p> <p>Qualifications and/ or experience</p>	<p>Candidates must have at the latest date of application:</p> <p>1. <u>Professional Qualifications, Experience etc.</u></p> <p>Candidates must:</p> <p>(a)</p> <p>(i) Hold a recognised first or second class honours degree in which Physics was taken as a major subject and honours obtained in that subject,</p> <p style="text-align: center;">Or</p> <p>(ii) Hold a recognised first or second class honours degree in Electrical / Electronic / Mechanical / Clinical Engineering.</p> <p style="text-align: center;">And</p> <p>(iii) Hold a postgraduate (M.Sc. or PhD) degree in Medical Physics/Clinical Engineering</p> <p style="text-align: center;">Or</p> <p>(iv) Hold recognised qualifications at least equivalent to (i) and (ii) above.</p> <p style="text-align: center;">And</p> <p>(b) Have at least seven years satisfactory experience, (at least three of which were at senior level), in one or more of the following fields: Nuclear Medicine, Radiation Protection Procedures, Clinical Engineering, Radiological Physics, Radiotherapy or Medical Imaging.</p> <p style="text-align: center;">And</p> <p>(c) Possess the requisite knowledge and ability (including a high standard of suitability and of administrative capacity) for the proper discharge of the duties of the office.</p> <p><u>Health</u> 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.</p> <p><u>Character</u> Each candidate for and any person holding the office must be of good character</p>
<p>Post Specific Requirements</p>	<ul style="list-style-type: none"> • Demonstrate depth and breadth of knowledge and experience in ionising radiation physics, dosimetry and safety. • Evidence of registration as a Medical Physics Expert (MPE) with the Irish College of Physicists in Medicine (ICPM) in "Diagnostic Radiology and Imaging Physics and/or Clinical Diagnostics and Therapeutics" or demonstrate sufficient knowledge and experience to apply for registration within the next 12 months. • Evidence of registration as a Radiation Protection Advisor (RPA) or expect to be registered within the next 12 months.
<p>Other Requirements specific to the Post</p>	<ul style="list-style-type: none"> • Clinical requirements may dictate that from time to time work will need to be undertaken out of normal working hours. • Must have access to a car and hold a full clean driving licence as the post holder will be required to travel to other HSE Mid-West sites as required to fulfil the duties of the post.
<p>Additional eligibility requirements:</p>	<p>Citizenship Requirements Eligible candidates must be:</p> <p>(i) EEA, Swiss, or British citizens</p>



	<p style="text-align: center;">OR</p> <p>(ii) Non-European Economic Area citizens with permission to reside and work in the State</p> <p>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.</p> <p>To qualify, candidates must be eligible by the closing date of the campaign.</p> <p>Read more about Department of Enterprise, Trade & Employment Work Permits.</p>
Skills, competencies and/or knowledge	<p>Candidates must demonstrate:</p> <p>Professional Knowledge:</p> <ul style="list-style-type: none">• Depth and breadth of experience and knowledge in radiation imaging.• Depth and breadth of experience teaching at under graduate, graduate and professional levels.• Evidence of experience in initiation, participation and completion of research activities.• Evidence of experience in developing and implementing QA programmes.• Highly developed computer skills.• Experience of supervising postgraduate students. <p><u>Planning and Managing Resources</u></p> <ul style="list-style-type: none">• Evidence of effective planning and organising skills, including an awareness of resource management, time management and the importance of value for money.• An understanding of change management.• A willingness to be flexible and adaptive in response to a rapidly changing clinical and technical environment. <p><u>Managing and Developing (Self and Others)</u></p> <ul style="list-style-type: none">• Leadership and team management skills, including the ability to lead a multi-disciplinary team and strong motivation and innovative leadership skills for service developments.• The ability to lead change in a changing clinical and technical environment.• Adapts management style to suit the demands of the situation and the people involved.• A willingness to share knowledge and/or new ideas with staff and colleagues and encourage others. <p><u>Commitment to providing a Quality Service</u></p> <ul style="list-style-type: none">• Demonstrate a commitment to provide a high-quality service.• Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect.• Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change.



	<p><u>Evaluating Information and Judging Situations</u></p> <ul style="list-style-type: none"> • Effective problem-solving strategies, including the ability to be flexible and innovative in these challenging times. • Effective decision-making skills regarding patient care based on clinical and scientific expertise. • The ability to collect, analyse and interpret information effectively • Highly developed negotiation/influencing skills. <p><u>Communications and Interpersonal Skills</u></p> <ul style="list-style-type: none"> • Effective communication skills including the ability to present information in a clear and concise manner • Excellent interpersonal skills including the ability to empathise with and treat patients and colleagues with dignity and respect. • A willingness to share knowledge and/or new ideas with staff and colleagues and encourage others.
<p>Campaign Specific Selection Process</p> <p>Ranking/Shortlisting / Interview</p>	<p>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.</p> <p>Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process.</p> <p>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.</p>
<p>Diversity, Equality and Inclusion</p>	<p>The HSE is an equal opportunities employer.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Read more about the HSE's commitment to Diversity, Equality and Inclusion</p>
<p>Code of Practice</p>	<p>The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).</p> <p>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</p>



	<p>and appeal mechanisms open to candidates should they be unhappy with a selection process.</p>
--	--

<p>The reform programme outlined for the health services may impact on this role, and as structures change the Job Specification may be reviewed.</p> <p>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.</p>	<p>Read the CPSA Code of Practice.</p>
---	--



Physicist, Principal

Terms and Conditions of Employment

Tenure	<p>The current vacancy available is permanent and whole time.</p> <p>The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.</p> <p>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.</p>
Working Week	<p>The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent.</p> <p>You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars.</p>
Annual Leave	<p>The annual leave associated with the post will be confirmed at Contracting stage.</p>
Superannuation	<p>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</p>
Age	<p>The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants.</p> <p>* <u>Public Servants not affected by this legislation:</u> 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.</p> <p>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.</p>
Probation	<p>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.</p>
Protection of Children Guidance and Legislation	<p>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.</p> <p>All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998.</p>



	<p>Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities.</p> <p>You should check if you are a Mandated Person and be familiar with the related roles and legal responsibilities.</p> <p>Visit HSE Children First for further information, guidance and resources.</p>
Infection Control	<p>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.</p>
Health & Safety	<p>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).</p> <p>Key responsibilities include:</p> <ul style="list-style-type: none"> • Developing a SSSS for the department/service¹, 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 procedures². • 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. <p>Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.</p>
Ethics in Public Office 1995 and 2001	<p>Delete the section below; if the salary is less than the minimum grade viii salary point. Check the most recent HSE Pay scales</p> <p>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:</p> <p>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.</p>

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

²Structures and processes for effective [incident management](#) and review of incidents.



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](#).