



Company Details Confidential



#JOB-2476080



Pembroke Hall, 38/39 Fitzwilliam Sq, Dublin 2,
D02 NX53



No of positions : 1



Paid Position



40 hours per week



36605.00 Euro Annually



20/10/2026



17/11/2026

How to apply

Application Method :

Please apply to the vacancy by the following means:

URL :

<https://spectrum->

life.jobs.personio.com/job/2851025/apply



Open your camera
app & point here
to view this ad
online



Clinical Talent & Credentialling Specialist

Application Details

In order to work in Ireland a non-EEA National, unless they are exempted, must hold a valid employment permit. Please review the [Eligibility and requirements for an employment permit](#) if you are unsure of your eligibility to apply for this vacancy.

Job Description

Spectrum.Life is hiring a Clinical Talent & Credentialling Specialist to lead clinical credentialling, assessment and sourcing across Ireland, the UK and Australia.

Employer: Spectrum Wellness Limited (trading as Spectrum.Life)

Location: Ireland (remote within Ireland, with access to our Dublin office)

Hours: 40

Minimum Annual salary: €36,605

RESPONSIBILITIES

Clinical credentialling and governance

- Own and maintain the clinical credentialling matrix for every clinical role in every market
- Verify credentials directly with regulatory and professional bodies and determine equivalence for overseas qualifications
- Track regulatory developments, including statutory registration with CORU, and advise leadership on the impact
- Lead ongoing re-verification of registration and accreditation for existing clinicians
- Oversee jurisdiction-specific screening, including Garda vetting, DBS, National Police Checks and Working with Children Checks

Clinical assessment and selection

- Design competency-based and clinical scenario assessments with clinical leads
- Conduct structured first-stage assessments and recommend candidates to hiring panels
- Lead the end-to-end clinical hiring process, from demand planning to offer and contract

Sourcing and workforce planning

- Forecast clinical demand
- Develop sourcing strategies for scarce clinical skills and build talent pools to reduce agency reliance

- Source internationally where needed, managing employment permit, right-to-work and qualification recognition processes

People partnering and insight

- Advise clinical managers on onboarding, probation and early-tenure support
- Report on time to hire, offer acceptance, pipeline conversion, quality of hire and early attrition
- Contribute to People policies on recruitment, credentialling and onboarding

ESSENTIAL REQUIREMENTS

- 3+ years' clinical recruitment or talent acquisition experience, including in-house in a regulated healthcare setting
- Concurrent clinical recruitment experience across at least two of Ireland, the UK and Australia
- Working knowledge of registration and accreditation regimes for counsellors, psychotherapists, psychologists, doctors and nurses, including CORU, IACP, NMBI, HCPC, BACP, AHPRA and PACFA
- Experience designing competency-based or clinical scenario assessment with clinical leads
- Hands-on experience of pre-employment compliance in health, including Garda vetting, DBS, National Police Checks and Working with Children Checks
- Knowledge of employment permit, right-to-work and qualification recognition requirements in Ireland, the UK and Australia
- Track record of managing a live multi-team, multi-market clinical pipeline against targets
- Proficiency in ATS platforms, LinkedIn Recruiter and Boolean search
- Sound judgement, attention to detail and confidence advising senior leaders

Full job specification and how to apply can be accessed here : <https://spectrum-life.jobs.personio.com/job/2851025>

- This vacancy is suitable for Remote/Blended working
- **Sector:** human health and social work activities

Career Level

- Experienced [Non-Managerial]