

Person Specification

Post: Support Worker

Date Updated: April 2025

	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	• QQI Level 5 Major Award in one of the following: ○ Healthcare Support ○ Social Care ○ Pre Nursing ○ Childcare (8 modules to include one module on special needs/disability studies/challenging behaviour or a commitment to complete one of these modules within 6-months of commencement) OR • A comparable SNA Qualification OR • Year 1 of a relevant degree programme in Health and Social Care (such as Social Care, Child Care, Nursing, Occupational Therapy, Physiotherapy, Speech & Language Therapy) AND • Full Clean Manual Driving License and willingness to drive company vehicles. AND • Be eligible to work in the state	• Experience of supporting people with disabilities. • Experience of working with people with behaviours of concern. • Experience of providing personal care • Basic IT skills
B. Organizational and Professional Knowledge	• Broad knowledge of Enable Ireland and an understanding of the core values of the organization. • Understand the importance of promoting the health, welfare and social wellbeing of individuals who use Enable Ireland Services.	
C. Core Competencies	• Person centered care and support. • Clear written presentation skills. • Strong communication skills	

	• Demonstrate ability to use initiative	
D. Integrity and Decision Making	• Make ethical and informed decisions based on the best available information while taking into account the context of the situation within the decision being made. • Maintain accurate written records, and reports in accordance with professional guidelines. • Understands the importance of confidentiality. • Demonstrates reflective practice techniques to guide their practice. • Demonstrate problem solving skills.	
E. Building and maintaining Working relationships:	• Develop and promote good interpersonal relationships with service owners and their families. • Ability to communicate at all levels within the service. • Disseminates information appropriately in a clear manner. • Develop and communication links with other professionals as appropriate. • Excellent interpersonal and written communication skills.	
F. Team Working	• Realise the importance and complexity of teamwork and how as a team member their contribution is effective. • Ability to work collaboratively with others. • Actively participates in team meetings.	
G. Special Aptitudes	• Pro-active approach to overall performance. • Innovative and creative. • Person –centered philosophy • Person and family focused. • Flexibility, adaptability and openness to change. • Willingness to embrace service developments and changes.	