



Person Specification

Post: Children's Residential Team Lead Hazeldene		Date Updated: July 26
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience	• Have a third level qualification in Social Care or relevant field • Min 3 years post qualification experience working with people with Disabilities in a residential setting • Evidence of management/staff supervisory experience • Full clean drivers licence and have access to own transport • Must be eligible to work in state • Experience working with behaviours of concern • Evidence of CPD Annual Registration • With a Social Care Qualification on appointment, practitioners must maintain annual registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU.	• Management course commenced or completed • Experience in delivering training
B. Organisational and Professional Knowledge	• Understand the Role of Enable Ireland in	

	Supporting Children with Disabilities • Show knowledge of supporting children with behaviours of concern • Knowledge and experience of Person Centred Planning • Knowledge on relevant policy and legislation in particular <i>Health Act</i> 2007, 2013 Regulations, Children First and Safeguarding Vulnerable Adults • Knowledge and experience of HIQA standards • Demonstrate experience in implementing the Social Model of service delivery • Experience in developing and implementing health and education action plans	
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C. Core Competencies	The post holder will demonstrate:	
D. Planning & Organising of Activities & Resources	• Ability to manage multidisciplinary teams. • Experience of working with relief staff and devise and manage staff rosters	• Experience in managing staff
E. Professional Development & Standards in the Service.	• Maintains a high standard of professional behaviour and is accountable for their own practice in line with relevant professional body. • Ensures accurate written and electronic records are in place for the service, and reports in accordance with professional guidelines • Understands the practical application of the relevant legislation and professional standards to demonstrate ability to ensure compliance with best practice • Ability to assess, plan and implement individual personal centred care programmes in accordance with best practice • Understands and can work within a continuous quality improvement framework.	
F. Integrity & Decision Making	• Maintain a high standard of	

G. Leadership & Team Working	professional behaviour. • Experience in making decisions in consultation with interdisciplinary teams. • Demonstrates integrity and honesty in how work is conducted • Understands accountability and can show how they are accountable to all stakeholders • Demonstrates good judgement and decision making ability • Excellent written and verbal communication skills • Ability to communicate effectively and to demonstrate good interpersonal skills with children families and staff. • Demonstrates the ability to facilitate and support team working and understands the complexity of a team. • Can provide leadership and act as a Mentor and role model for staff. • Builds credibility and portrays the service in a positive light by being professional and well informed. • Demonstrates determination and initiative to achieve	
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	and openness to change. • Demonstrates innovation and creativity.	
Special Aptitudes	• Builds a rapport quickly and easily • Be proficient in Computers in Microsoft Office	