



PERSON SPECIFICATION

Post: Social Care Worker		Date Updated: August 2026
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	1. Statutory Registration, Professional Qualifications, Experience, etc. - Hold a professional registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU. AND - Have a Schedule 3 qualification. OR - Have a comparable qualification recognised by Social Care Workers Registration Board. AND - Candidates must have the knowledge, skills, and suitability required to perform the role effectively. 2. Annual Registration - On appointment, practitioners must maintain annual registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU. 3. Additional Criteria: - Experience in contributing to the development of personal plans. - Experience and knowledge of the role of a key worker. - Experience of delivering personal care. - Experience of assisting adults with medical needs/ administering medication. - Experience of engaging in professional supervision. - Possess a full, clean, manual driving licence.	- Experience of working with adults and families with physical/sensory /intellectual disabilities. - Minimum of 1 year post qualification experience relevant to the role.
B. Organisational and Professional Knowledge:	- Knowledge of Enable Ireland. - Good understanding of Social Model of Disability. - Understanding of HIQA regulations, standards and registration process.	

	• Awareness of safeguarding issues. • Experience developing care plans.	
CORE COMPETENCIES	<i>The post holder will demonstrate an ability to:</i>	
C. Planning and Organising of Activities and Resources:	• Support Service Owners to access community-based activities of their choice.	
D. Professional Development and Standards in Services:	• Maintain accurate written records, and reports in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of Service Owners. • Understands relevant legislation and professional standards to ensure compliance with best practice.	
E. Integrity and Decision Making:	• Understands the importance of confidentiality. • Respect the policies of Enable Ireland in relation to professional boundaries, and dignity and respect. • Makes decisions in an ethical manner. • Demonstrate problem-solving skills.	
F. Service Delivery and Initiative:	• Demonstrates reflective practice techniques to guide their practice. • Experience of the person centred approach. • Demonstrates ability to use initiative.	
G. Building and Maintaining Working Relationships:	• Develops and promotes good interpersonal relationships with the Service Owners and their families. • Ability to communicate at all levels within the service. • Disseminates information appropriately in a clear manner. • Excellent interpersonal and written communication skills.	
H. Team Working:	• Ability to work collaboratively with others. • Actively participate in team meetings.	

I. Special Aptitudes and Circumstances:	• Flexible, adaptable and open to change. • Demonstrate a proactive approach to overall performance. • Demonstrate innovation and creativity. • Willingness to embrace service development and change.	
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