



PERSON SPECIFICATION

Post: Social Worker (PQSW) Date Updated: November 2025		
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	- Must be registered in the Social Work Register maintained by the Social Work Registration Board at CORU. AND - Provide proof of Statutory Registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU before a contract of employment can be issued. AND - Must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office. - Annual registration: On appointment practitioners must maintain annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU - Must be eligible to work in the State	- Experience of interdisciplinary team working. - Minimum of 1 years' experience working in the disability sector. - Minimum 1 years' experience working with children with disabilities and their families. - Experience working with children and their families. - Experience working with children with disabilities.
B. Organisational and Professional Knowledge:	- Broad knowledge of the Enable Ireland organisation and the job. - Good knowledge of the disability sector.	- Knowledge of the role of other team members. - Knowledge of Inter-transdisciplinary working.

	• Good understanding of the Social Model of Disability. • Knowledge and understanding of the theory and frameworks of social work. • Knowledge and understanding of the theory and frameworks of assessment and intervention in social work. • Knowledge and understanding of child protection issues.	• Knowledge of Microsoft Office packages. • Knowledge and understanding of PDS programme.
CORE COMPETENCIES	<i>The post holder will demonstrate an ability to:</i>	
C. Planning and Organising of Activities and Resources:	• Organise workload in an effective manner. • Ensures services are delivered to a high standard. • Set targets, prioritises service.	• Awareness resource management.
D. Professional Development and Standards in Services:	• Has an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Quality focus. • Works within social work code of ethics at all times.	
E. Integrity and Decision Making:	• Makes informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. • Problem solving skills. • Integrity in approach to work.	
F. Service Delivery and Initiative:	• Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis.	

G. Building and Maintaining Working Relationships:	• Demonstrates competency in written and verbal communication skills. • Build and maintain good working relationships. • Describe complex information in simple terms. • Excellent negotiation skills. • Deliver training to parents, staff or other agencies. • Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Participates in clinical supervision to ensure the maintenance of clinical service standards and assuring quality.	• Presentation skills. • Ability to work in an interdisciplinary team and across teams.
H. Team Working:	• Understand the importance of teamwork and how as a team member their contribution is effective. • Share skills and learn skills from others. • Understands inter and trans-disciplinary working. • Coordinate work with other team members.	
I. SPECIAL APTITUDES AND CIRCUMSTANCES:	• Innovative, creative and takes initiative. • Flexibility, adaptability and openness to change. • Ability to deliver service across large geographic area. • Proactive approach to work. • Ability to work across teams/services. • Must have full driving licence with access to own transport	