

PERSON SPECIFICATION

Post: Professionally Qualified Social Worker (PQSW) Date Updated: August 2026		
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	Candidates for appointment must: (i) Be registered, or be eligible for registration, on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND (ii) 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. AND (iii) 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 (iv) Candidates must be eligible to work in the State. <u>Annual Registration</u> (i) On appointment practitioners must maintain annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND (ii) Practitioners must confirm annual registration with CORU to Enable Ireland.	• Experience of interdisciplinary team working. • Minimum of 1 year experience working in the disability sector. • Minimum 1 year experience working with children with disabilities and their families.

B. Organisational and Professional Knowledge:	• Broad knowledge of the Enable Ireland organisation and the job. • Good knowledge of the disability sector. • 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 the role of other team members. • Knowledge of interdisciplinary working. • 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 of 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.	