



Person Specification

Post: Staff Nurse (RGN/RMHN/RNID/RCN)		Date Updated: June 2026
	Essential Criteria	Desirable Criteria
QUALIFICATIONS AND EXPERIENCE	Statutory Registration, Professional Qualifications, Experience, etc (a) Eligible applicants will be those who on the closing date for the competition: (i) Be registered with the Nursing & Midwifery Board of Ireland [NMBI] And (b) Candidates must possess the requisite knowledge and ability, (including a high standard of clinical and administrative capacity), for the proper discharge of the duties of the office. Annual registration (i) On appointment, practitioners must maintain live annual registration on the Register of Nurses & Midwives maintained by Nursing and Midwifery Board of Ireland [NMBI] Health Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. Character Candidates for and any person holding the office must be of good character. Be eligible to work in the State Possess a full clean manual driving license.	Experience of working with adults or children with disabilities desirable. Experience of working within a residential/respite setting an advantage. Have a minimum of 1 years post registration experience Experience of working in a person-centred health or social care setting Have such experience as will enable him/her to provide nursing duties as required.
ORGANISATIONAL AND PROFESSIONAL KNOWLEDGE	Demonstrate a clear understanding of the role of the nurse in a respite/residential setting.	Demonstrate an understanding of the concept of residential respite and day services

	Demonstrate an awareness of physical disabilities, and its possible impact on an individual. Demonstrate an understanding of the concept of Social Model of service delivery. Demonstrate an understanding of the concept of equal opportunities, and how this relates to people with disabilities.	Understanding of HIQA standards
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	Demonstrate the importance and rationale for the need for accurate and up to date documentation. Demonstrate the understanding and implementation of risk assessments Demonstrate an understanding of the regulations 2013 under the 2007 health act which HIQA inspect against. Demonstrate knowledge of the HSE safeguarding policy for Vulnerable adults	
CORE COMPETENCIES Building & Maintaining working relationships	Ability to communicate effectively, and to demonstrate good interpersonal skills with service users, co-workers, external agencies, and professional staff. Ability to demonstrate good oral, telephone, and written communication skills. Listens to and respects differing points of view and works towards win-win solutions. States opinions and concerns openly yet diplomatically.	Ability to demonstrate competence in procedures such as SC injections, wound care management, manual handling, catheterisation, safe administration of medications & continence care.
Team Working	Ability to work as part of a team, and co-ordinate shifts in an efficient and safe manner. Experience of working in an interdisciplinary team approach Demonstrates a person-centred approach to communications Builds a rapport quickly and easily	

Special Aptitudes	Demonstrate the ability to multitask Demonstrates knowledge on residential and respite services. Be proficient in computers in particular Microsoft suite	
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