



Person Specification

Post: Staff Nurse RNID		Date Updated: August 26
	Essential Criteria	Desirable Criteria
Experience/Qualifications:	• Have a nursing RNID qualification validated for working in the Republic of Ireland • Be registered in the Intellectual Disability Nurse Division of the live Register of Nurses kept by Nursing and Midwifery Board of Ireland (NMBI) or be entitled to be so registered AND • Successful candidate must confirm annual registration with the NMBI to enable Ireland. • Post holders must maintain annual registration with Nursing and Midwifery Board of Ireland (NMBI). • Have the clinical and administrative capacity to properly discharge the functions of the role. • Full clean driver's licence and willingness to drive service transport. • Basic IT skills.	– Experience working with adults in a day service setting. – 1 years' experience working with adults with disabilities – Experience of working in community setting.
Organisational/Professional knowledge:	– Broad knowledge of Enable Ireland and an understanding of the core values of the organisation.	– Experience working with assistive technologies or AAC devices.

	– Good knowledge of the disability sector and the social model of disability. - Demonstrate an awareness of services for people with disabilities in a community based setting – Knowledge of New Directions and experience of the person centred approach. – Demonstrate knowledge of a human rights based approach	– Demonstrate an understanding of social role valorisation
Core competencies: Planning and organising of activities and resources Professional Development & Standards in the Service	<i>The post holder will demonstrate an ability to:</i> – Support the service owners with their daily programme. – Demonstrate an awareness of resource management. – Clear, written presentation skills. – Demonstrates ability to use initiative. – Be confident and comfortable with lone working as required. – Act as a keyworker and support Person Centred Plans for service owners. – Promote health, welfare and social wellbeing of service owners in the service. – Understand relevant legislation and professional standards to ensure compliance with best practice.	

Building and Maintaining Working Relationships Team Working	– Respect the policies of Enable Ireland in relation to confidentiality, boundaries, dignity and respect. – Have a knowledge of and commitment to the social model of disability. – Create opportunities for individuals to develop, establish and maintain participation and integration in their local communities. – Strong communication and Leadership skills – Develop and promote good interpersonal relationships with the service owners and their family. – Develop and maintain communication links with other agencies as appropriate. – Display excellent interpersonal and written communication skills. – Ability to work collaboratively with others and – Actively participates in team meetings.	
Special Aptitudes	– Willingness to support adults implement goals identified in their person centred plan – Be self-motivated with a desire to support people with disabilities to live an ordinary life in their community. – Be flexible, adaptable and open to change.	

	– Demonstrate a proactive approach to overall performance. – Demonstrate innovation and creativity. – Demonstrate problem solving skills.	
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