



Person Specification

Post: Enhanced Nurse RNID		Date Updated: August 2026
	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) for the duration of your employment AND • 1 Year 16 weeks relevant nursing work experience after graduating • 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. • Certified skills training – including as a minimum mandatory training - relevant to care required for patient case load; • Documented competencies including care competencies in	• Experience working with adults in a day service setting. • 1 years' experience working with adults with disabilities • Experience of working in community setting.

	relation to patient case load; • Evidence of skill acquisition from ‘on the job’ learning; • Certified skills training – including as a minimum mandatory training - relevant to care required for patient case load; • Evidence of participation in audit and evaluation of care provision including collection of quality care metrics where same are in place. • You must have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role	
Organisational/Professional knowledge:	• Broad knowledge of Enable Ireland and an understanding of the core values of the organisation. • 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. • Evidence of participation in audit and evaluation of care provision including collection of quality care metrics where same are in place. • Demonstrate knowledge of a human rights based approach	• Experience working with assistive technologies or AAC devices. • Demonstrate an understanding of social role valorisation

Core competencies: Planning and organising of activities and resources Professional Development & Standards in the Service Building and Maintaining Working Relationships	<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. • 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	
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Team Working	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.	