



Person Specification

Post: CNM1 Teach Saoirse		Date Updated: September 2026
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience	- Registered Nurse (RNID/RGN/RCN with the Nursing and Midwifery Board of Ireland - Min 3 years post qualification experience - Evidence of at least 1 year of management experience - Min 2 years' experience of working within a HIQA regulated environment - Evidence of CPD - Possess a full clean drivers licence and willingness to drive service vehicles - Demonstrates knowledge of both residential and day services <u>Annual registration</u> On appointment, Practitioners must maintain live annual registration on the relevant division of the Register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann). And	- Min 2 years' experience of working with people with Disabilities - Management course commenced or completed - Experience in delivering training

	Confirm annual registration with NMBI to Enable Ireland	
B. Organisational and Professional Knowledge	• Understand the Role of Enable Ireland in Supporting People with Disabilities • Show knowledge of supporting people with complex physical disabilities • Knowledge and experience of Person Centred Planning • Knowledge on relevant policy and legislation in particular <i>Health Act</i> 2007, 2013 Regulations, Children First and Safeguarding Vulnerable Adults • Knowledge and experience of HIQA standards • Demonstrate experience in implementing the Social Model of service delivery • Experience in developing and implementing health action plans	
C. Core Competencies	The post holder will demonstrate:	
D. Planning & Organising of Activities & Resources	• Ability to manage multidisciplinary teams. • Experience of working with relief staff and devise and manage staff rosters	• Experience in managing budgets
E. Professional Development & Standards in the Service.	• Maintains a high standard of professional behaviour and is accountable for their own practice. • Ensures accurate written and electronic	

F. Integrity & Decision Making	records are in place for the service, and reports in accordance with professional guidelines • Understands the practical application of the relevant legislation and professional standards to demonstrates ability to ensure compliance with best practice • Ability to assess, plan and implement individual personal centred care programmes in accordance with best practice • Understands and can work within a continuous quality improvement framework. • Maintains a high standard of professional behaviour. • Experience in making decisions in consultation with interdisciplinary teams. • Demonstrates integrity and honesty in how work is conducted • Understands accountability and can show how they are accountable to all stakeholders	
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G. Leadership & Team Working	• Demonstrates good judgement and decision making ability • Excellent written and verbal communication skills • Ability to communicate effectively and to demonstrate good interpersonal skills with service users, staff etc. • Demonstrates the ability to facilitate and support team working and understands the complexity of team. • Can provide leadership and act as a Mentor and role model for staff. • Builds credibility and portrays the service in a positive light by being professional and well informed. • Demonstrates determination and initiative to achieve results and improve the service. • Demonstrates the ability to lead and direct a team/ Ability to work within a team. • Shows evidence of identifying, initiating and managing change successfully. • Willingness to embrace organisational development and change. • Takes own initiative to move forward and show willingness to try out new ideas that add value to the	
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