



PERSON SPECIFICATION

Post: Adult Support Worker Crumlin and Rialto Adult Service Updated: April 2026		
	Essential Criteria	Desirable Criteria
Qualifications & Experience	• Minimum qualification QQI Level 5 Major Award (8 modules) in Social Care/Disability/Care skills or relevant health related area.(Individuals with 2 modules completed will be eligible to apply once commitment given to complete the remainder of the major award within 12 months of start date). • The Post holder will have previous experience of working with adults with disabilities in the health care sector. • Fluency in English • Candidates must have current eligibility work in the state • Available for immediate start • Full clean driving licence which is valid in the state with agreement to undertake D1 driver training if required. Ability to drive both manual and automatic vehicles is essential.	• Specific requirements relating to working with individuals e.g. previous experience of working with individuals with Physical Disabilities/Acquired Brain Injury/Epilepsy and/or behaviours of concern. • Holder of CPC Driver card • Minimum of 1 year experience of delivering personal care in a health or social care context • Experience in clamping wheelchairs. •
Organisational & Professional Knowledge	• A broad knowledge of the Enable Ireland organisation and an understanding of our core values. • An understanding of disability issues and the social model of disability. • Knowledge of New Directions and experience of the person centred approach.	• Demonstrate and awareness of services for people with disabilities in community based settings
Planning & organising of activities and resources.	• Support the service owner with their day programme • Demonstrate and awareness of resource management	• Computer skills. • Conflict resolution.

	• Demonstrate an ability to self-motivate and work on own initiative.	
Professional development & standards in the service.	▪ An understanding of the balance between protecting boundaries while still performing duties with compassion and empathy. ▪ The importance of maintaining a professional relationship with colleagues and service users. ▪ The ability to consistently deliver a service user led, person centred service based on best practice in partnership with service users and with families	
Integrity & decision making.	▪ Evidence of problem solving skills • An ability to identify decisions they can make made alone and decisions that need support from management.	
Service delivery & initiative.	▪ Apply the skills, knowledge and ability to deliver a quality evidence based service on an ongoing basis. ▪ Provide personal care. ▪ Carry out specific programmes as relevant. ▪ Ability to support service users with specific therapy programmes in consultation with therapist (e.g. physio programme) ▪ Ability to support service users with specific community based activities including supporting service users in the pool during swimming sessions.	
Building & maintaining working relationships.	▪ The ability to positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. ▪ The ability to work in partnership with other service providers and the HSE.	
Team Working.	▪ Realise the importance of teamwork and how as a team member their contribution is effective ▪ Build credibility and portray the profession in a positive light by being professional and well informed to achieve results and improve the service.	

Special Aptitudes	▪ Proactive approach to overall performance ▪ Willingness to embrace service development and change ▪ Excellent verbal and written communication skills	▪ Up to date First Aid training ▪ Up to date manual handling training
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