

PERSON SPECIFICATION

Post: Therapy Assistant		Date Updated: October 2026
	Essential Criteria	Desirable Criteria
A. Qualifications and Experience:	Eligible applicants will be those who on the closing date for the competition: • Possess the relevant QQI Further Education and Training (FET) Level 5 Certificate in Health Service Skills. OR • FETAC Level 5 Certificate in Health Service Skills or Healthcare Support. OR • A relevant healthcare qualification. OR • Be currently employed as an Attendant, Multi-Task or a comparable role and be willing to undertake a QQI/FET Level 5 programme in Health Service skills or equivalent. AND • Candidates must have the personal competence and capacity to properly discharge the duties of the role. • Experience of working with children. • Experience of Microsoft Office, including Word and Excel. • Be eligible to work in the State.	• 1 year experience working with young children with a physical disability. • Experience of providing a community based service. • Experience of carrying out therapy programmes.
B. Organisational and Professional Knowledge:	• Broad knowledge of Enable Ireland. • Knowledge of the disability sector. • Understanding of the Social Model of Disability. • Understanding of the importance of the role of the adult when working with young children. • Understanding of a family centred approach in the	

	delivery of services. • Experience of Microsoft Office packages and service related database systems.	
CORE COMPETENCIES	<i>The post holder will demonstrate an ability to:</i>	
C. Planning and Organising of Activities and Resources:	• Understanding of confidentiality, data protection and information sharing. • Ability to prioritise own workload, and to schedule activities accordingly. • Ability to work safely under own initiative.	
D. Professional Development and Standards in Services:	• Understands the importance of maintaining accurate written records, and reports in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of service users in the service. • Understands the importance of compliance with standards in the use of therapy equipment. • Understanding of safeguarding children, and knowledge of child protection procedures. • Demonstrates core skills around assisting children with skills of daily living, implementing therapy programmes, and the use of therapy equipment with children in a school/clinic setting. • Ability to work under pressure.	
E. Integrity and Decision Making:	• Understands the importance of seeking direction/support from clinicians when making decisions around therapy provision. • Makes decisions and responds to events in a safe and ethical manner. • Good knowledge of health, safety and welfare issues relating to young children and their families • Understands the importance of including families in decisions in a family centred approach. • Understands when issues	• Experience in making decisions in consultation with team members.

	should be brought to the attention of their manager.	
F. Building and Maintaining Working Relationships:	• Develops and promotes excellent interpersonal relationships with children and their families. • Ability to work collaboratively with others. • Ability to communicate at all levels within the service. • Disseminates information appropriately in a clear manner. • Develop and maintain communication links with other colleagues as appropriate. • Excellent interpersonal and written communication skills.	• Knowledge and understanding of families from different cultural backgrounds.
G. Team Working:	• Ability to work collaboratively with the interdisciplinary team in planning and delivery of services. • Understands the importance of team working. • Actively participates in team meetings.	
H. Special Aptitudes and Circumstances:	• Flexible, adaptable and open to change. • Demonstrates innovation and creativity, and ability to problem solve. • Willingness to embrace service development and change. • Ability to provide services in the community, working hours. • Is reliable, punctual and honest.	