

PERSON SPECIFICATION

Post: Senior Grade Social Worker		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: i. Must be registered in the Social Work Register maintained by the Social Work Registration Board at CORU. AND ii. Maintain live annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND iii. Must have the requisite knowledge and ability (including a high standard of suitability, professional and managerial ability) for the proper discharge of the duties of the office. AND iv. Have three years relevant post qualification experience. AND v. Be eligible to work in the State. <u>2. Annual Registration</u> i. On appointment practitioners must maintain annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND ii. Practitioners must confirm annual registration with CORU to Enable Ireland.	• Experience working with children and their families. • Experience working with children with disabilities. • Experience in providing training. • Previous management experience. • 3 years' experience in a senior or other management role.
B. Organisational and Professional Knowledge:	• Broad knowledge of the Enable Ireland organisation. • Ability to work in partnership with parents to deliver family centred services.	

	• In-depth knowledge of the disability sector. • Good understanding of the Social Model of Disability. • Knowledge of theory and frameworks of social work practice, assessment and intervention in relation to children's services. • Knowledge of current regulations, legislation and national policy in relation to children • Broad knowledge and experience of child protection policy and legislation.	
CORE COMPETENCIES	<i>The post holder will demonstrate an ability to:</i>	
C. Planning and Organising of Activities and Resources:	• Excellent organisation & management skills. • Resource management skills. • Ability to work under pressure and within set time scales. • Ability to work in a complex environment with competing demands. • Experience in developing and providing training programmes to staff and service Owners/families. • Experience of managing and supervising staff.	
D. Professional Development and Standards in Services:	• Ability to deliver a quality evidence based service • Ability to use own initiative to move forward and show willingness to try out new ideas that add value to the organisation and service. • Keeps up to date with best practice. • Works to a high standard.	
E. Integrity and Decision Making:	• Ensure decisions made are professional, ethical and consistent in manner. • Recognise when further intervention in relation to decision making is required. • Demonstrates integrity in approach to work. • Experience of conflict resolution.	

F. Leadership:	• Build credibility by demonstrating determination and initiative to achieve results and improve the service. • Take lead roles within the team or service as required. • Make informed decisions based on best available information while taking into account the context and situation within which the decision is being made. • Experience of managing change successfully.	
G. Building and Maintaining Working Relationships:	• Excellent communication skills, written and verbal. • Can communicate at all levels within the service. • Ensures that relevant information has been appropriately disseminated and understood. • Develops and maintains excellent working relationships • Excellent interpersonal and communication skills. • Demonstrates active listening skills. • Good working knowledge of Microsoft Office packages and service related database systems. • Keeps management up to date in relation to social work practice. • Experience of gathering service related statistics.	• Excellent presentation skills.
H. Team Working:	• Understands importance and complexity of team working. • Experience of inter/trans-disciplinary working. • Ability to coordinate work within and across teams.	
I. Special Aptitudes and Circumstances:	• Pro-active approach. • Innovative and creative. • Flexible, adaptable and open to change. • Ability to work across teams. • Recognises own stress levels and manages appropriately.	