



PERSON SPECIFICATION

Post: CNM1 Respite Services		Date Updated: Oct 2026
	Essential Criteria	Desirable Criteria
Qualifications and Experience	• A recognised validated University Degree or an equivalent qualification in Nursing. • Are registered in the relevant division of the Register of Nurses & Midwives maintained by the Nursing and Midwifery Board of Ireland [NMBI] or entitled to be so registered And • Have at least 3 years post registration fulltime experience (or an aggregate of 3 years post registration full time experience) of which 1 year post registration full time experience (or an aggregate of 1 years post registration full time experience) must be in working with children with disabilities, (physical disability, autism, learning disability) and their families. And • Have the clinical, managerial and administrative capacity to properly discharge the functions of the role. And • Candidates must demonstrate evidence of Continuing Professional Development. • 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	• Good knowledge of child protection & child development • RNID qualified • Demonstrate an understanding of the concept of residential respite and day services • Understanding of HIQA standards • Experience managing rosters and staffing

	• Be eligible to work in the state. • Full manual Driver's License and access to their own transport. • Experience of working with children with complex needs. • Experience working in children's respite services.	
Organisational and Professional Knowledge	• Excellent communication oral/ written and interpersonal skills	• Knowledge of Enable Ireland and the services provided.
Core Competencies	• Ability to use initiative appropriately • Excellent interpersonal and team building skills • Good medication management skills • Must possess strong leadership qualities, communication skills and clinical skills	• Commitment to working in partnership with parents/carers and children in a family centred manner
Teamworking	• Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood	• Be able to work effectively as a team member to work without daily supervision and be self-motivating
Special aptitudes	• Proactive approach to overall performance • Flexibility • Willingness to embrace service development and change	• Proactive approach to overall performance