Person Specification

Post: Staff Nurse RNID		**Date Updated:** Oct 26
	Essential Criteria	**Desirable Criteria**
Experience/Qualifications:	• Have a nursing RNID qualification validated for working in the Republic of Ireland • Be registered in the Intellectual Disability Nurse Division of the live Register of Nurses kept by Nursing and Midwifery Board of Ireland (NMBI) or be entitled to be so registered **AND** • Successful candidate must confirm annual registration with the NMBI to enable Ireland. • Post holders must maintain annual registration with Nursing and Midwifery Board of Ireland (NMBI). • Have the clinical and administrative capacity to properly discharge the functions of the role. • Full clean driver's licence and willingness to drive service transport. • Basic IT skills. • Must be eligible to work in state	• Experience working with adults in a day service setting. • 1 years' experience working with adults with disabilities • Experience of working in community setting.
Organisational/Professional knowledge:	• Broad knowledge of Enable Ireland and an understanding of the	• Experience working with assistive technologies or AAC devices.

	core values of the organisation. • Good knowledge of the disability sector and the social model of disability. • Demonstrate an awareness of services for people with disabilities in a community based setting • Knowledge of New Directions and experience of the person centred approach. • Demonstrate knowledge of a human rights based approach	• Demonstrate an understanding of social role valorisation
Core competencies: **Planning and organising of activities and resources** **Professional Development & Standards in the Service**	*The post holder will demonstrate an ability to:* • Support the service owners with their daily programme. • Demonstrate an awareness of resource management. • Clear, written presentation skills. • Demonstrates ability to use initiative. • Be confident and comfortable with lone working as required. • Act as a keyworker and support Person Centred Plans for service owners. • Promote health, welfare and social wellbeing of service owners in the service. • Understand relevant legislation and professional standards to ensure compliance with best practice.	

Building and Maintaining Working Relationships **Team Working**	• Respect the policies of Enable Ireland in relation to confidentiality, boundaries, dignity and respect. • Have a knowledge of and commitment to the social model of disability. • Create opportunities for individuals to develop, establish and maintain participation and integration in their local communities. • Strong communication and Leadership skills • Develop and promote good interpersonal relationships with the service owners and their family. • Develop and maintain communication links with other agencies as appropriate. • Display excellent interpersonal and written communication skills. • Ability to work collaboratively with others and • Actively participates in team meetings.	
Special Aptitudes	• Willingness to support adults implement goals identified in their person centred plan • Be self-motivated with a desire to support people with disabilities to live an ordinary life in their community. • Be flexible, adaptable and open to change.	

	• Demonstrate a proactive approach to overall performance. • Demonstrate innovation and creativity. • Demonstrate problem solving skills.	