



Person Specification

Post: Enhanced Nurse RNID		Date Updated: Oct 2026
	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) for the duration of your employment AND 1 Year 16 weeks relevant nursing work experience after graduating - Post holders must maintain annual registration with Nursing and Midwifery Board of Ireland (NMBI). - Minimum of 1 year's post registration nursing experience working specifically in the specialty of working with adults with ASD and complex disabilities - 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. - Certified skills training – including as a minimum	- Experience working with adults in a day service setting. - Experience of working in community setting.

	mandatory training - relevant to care required for patient case load; • Documented competencies including care competencies in relation to patient case load; • Evidence of skill acquisition from 'on the job' learning; • Certified skills training – including as a minimum mandatory training - relevant to care required for patient case load; • Evidence of participation in audit and evaluation of care provision including collection of quality care metrics where same are in place. • You must have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role	
Organisational/Professional knowledge:	• Broad knowledge of Enable Ireland and an understanding of the 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. • Evidence of participation in audit and evaluation of care provision including collection of	• Experience working with assistive technologies or AAC devices. • Demonstrate an understanding of social role valorisation

	quality care metrics where same are in place. • Demonstrate knowledge of a human rights based approach	
Core competencies: Planning and organising of activities and resources Professional Development & Standards in the Service	<i>The post holder will demonstrate an ability to:</i> • 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. • 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.	

