



PERSON SPECIFICATION

Post: Social Care Worker		Date Updated: March 2025
	Essential Criteria	Desirable Criteria
Qualifications and Experience	Statutory Registration, Professional Qualifications, Experience, etc. Eligible applicants will be those who on the closing date for the competition: • Hold professional registration, on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU. • See list of recognised Social Care qualifications at: https://coru.ie/health-and-social-care-professionals/education/approved-qualifications/social-care-workers/ Annual registration • On appointment practitioners must maintain annual registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU. • Experience in contributing to the development of personal plans. • Has experience and knowledge of the role of a keyworker. • Experience of delivering personal care to adults. • Experience of assisting adults with medical needs/ administering medication. • Experience of engaging in professional supervision. • Be eligible to work in the state.	• Experience of working with adults with disabilities including physical/intellectual/ ASD/behaviours of concern. • Experience of working in a multi-disciplinary team • Experience in taking leadership in the development of personal plans. • Experience in responding to complaints

Organisational and Professional Knowledge	• Knowledge of Enable Ireland. • Understanding of the Social Model of Disability. • Understanding of the core principles in social care practice in supporting adults with disability. • Understanding of HIQA standards and the delivery of social care services. • Knowledge of the Assisted Decision Making (Capacity) Act 2015 and its implementation in disability services. • Knowledge of New Directions. • Knowledge of good practice in safeguarding vulnerable adults. • Knowledge of good practice in supporting vulnerable adults to manage their finances. • Knowledge of Health & Safety and employee obligations. • Understands the importance of policies and procedures and application of same in social care practice.	• Knowledge of Quality systems. • Knowledge and experience of augmentative and alternative methods of communication.
Core Competencies	• Ability to work within a team. • Ability to work on own initiative. • Ability to manage own time and to organise workload and associated tasks. • Ability to plan and deliver services in collaboration with individuals with disability and their decision making supporters. • Proactive in learning new skills and knowledge and applying to practice. • Excellent oral communication. • Excellent report writing and record keeping skills. • Competent user of email, Word, Excel and using online platforms for employment support. • Calm and effective approach to urgent situations. • Ability to exercise sound judgement and handle conflicts in a timely and professional manner.	•

Special Aptitudes & Circumstances	• Demonstrates innovation and creativity. • Demonstrates flexibility/adaptability/ openness to change. • Ability to work on own initiative. • Proactive approach to overall performance. • Willingness to embrace service development and change. • Ability to work flexible hours as required in line with the needs of the service. • Ability to demonstrate empathy. • Willingness to promote independence. • Person-centered attitude to support. • Full clean manual driving licence and willingness to drive company vehicle.	• Interests in art/drama, sport, horticulture or other similar activities that can be drawn on to enhance opportunities for service owners.
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