Person Specification
Staff Nurse

Job Title: Staff Nurse
Reports to: Manager or delegated person in charge

Education and Qualifications	*Essential:* • On the live register of the Nursing and Midwifery Board of Ireland (RNID is preferred and may be essential depending on location, however, RGN & RPN may also be considered).
Work Experience	*Desirable:* • Experience of supporting adults with intellectual disabilities and/or autism. • Work experience in the Intellectual Disability sector. • Has worked with people with a range of support needs to include behaviours of concern. • Experience of community integration. • Has worked as part of a team or in lone working situation. • Participated in person-centred planning, risk assessment and planning, care planning and record-keeping in line with regulation. • Experience implementing various policies and procedures. • Experience in leadership and supervision of staff and preceptorship.
Knowledge and skills	• Excellent communication and interpersonal skills, that can be adapted to the needs of the people we support, including communication through English language and observation and listening skills. • Excellent teamwork and relationship building skills. • Demonstrates initiative and motivation. • Proficient in use of IT systems essential with Record keeping and report writing skills. • Strong leadership and decision-making skills, with ability to provide mentorship and support to other team members. • Awareness of Muiriosa Foundation values and mission. • Up to date in the subject of Assisted Decision Making and advocacy. • Familiarity with person centred planning and behaviour support planning. • Knowledge of New Directions Interim Standards, HIQA Regulation Standards, Safeguarding, and Protection of Vulnerable Adults. • Understanding of Infection Prevention and Control. • Knowledge of Muiriosa Foundation values and mission. • Knowledge of HIQA Regulation Standards, New Directions Interim Standards, Safeguarding, and Protection of Vulnerable Adults.
Attributes	• Approachable, friendly personality, with a positive attitude towards work. • Honest and trustworthy, with respect for the privacy and confidentiality of information relating to others. • Empathetic and kind. • Enthusiastic with drive and commitment to role. • Ability to work under pressure and be resilient in the face of challenges. • Ability to positively contribute to teamwork and motivate the team during times of change. • Can exercise initiative and make sound decisions. • Interest and commitment to interacting with people with an intellectual disability.

	• Respectful in dealing with others. • Strong leader, with ability to mentor and motivate others. • Demonstrates accountability and shows ability to reflect on practice. • Proactive in participating in the organisation's health and wellbeing initiatives.
Other factors	• Willing to undertake education and training as may be required for the role. • Full current driving license (manual) and willingness to drive various vehicles. • Flexibility required in the role to work early / late / night shifts and weekends as appropriate, and change of local workplace as required, and lone working may be required.