PERSON SPECIFICATION

Post: Staff nurse (RNID/RCN/RGN)		Date Updated: June 2026
	Essential Criteria	**Desirable Criteria**
Qualifications and Experience	Eligible applicants will be those who on the closing date for the competition: • Be registered in the Intellectual Disability/Children's Nurse/ General Nurse Division of the live Register of Nurses kept by An Bord Altranais (NMBI); **And** • Candidates must possess the requisite knowledge and ability, (including a high standard of clinical and administrative capacity), for the proper discharge of the duties of the office. • Annual registration-On appointment, practitioners must maintain live annual registration on the General Nurse Division of the Register of Nurses & Midwives maintained by Nursing and Midwifery Board of Ireland [NMBI] (Bord Altranais agus Cnáimhseachais na hÉireann). • Candidates should be eligible to work in Ireland.	• Experience of working with children with physical disabilities/ intellectual disabilities/ASD/ Behaviours of concern.
Organisational and Professional Knowledge	• Works within their scope of practice and takes measures to develop and maintain the competence necessary for professional practice. • Maintain a high standard of professional behaviour and be accountable for their practice.	• Experience developing Care Plans. • Experience of working in an interdisciplinary team. • Auditing Medication Kardex's. • Transcribing. • Display high level of clinical knowledge/ skills.

	• Be aware of ethical policies and procedures which pertain to their area of practice. • Respect and maintain the privacy, dignity and confidentiality of the service user. • Demonstrates knowledge of nursing theory and practice. • Demonstrates a clear understanding of the Social Model of Disability. • Demonstrates a person centred approach in the delivery of services to people with disabilities. • Broad knowledge of Enable Ireland Services. • Delivers care within a best practice/evidence based framework. • Have a working knowledge of Microsoft office packages and service related database systems. • Understanding of HIQA standards and regulations. • Awareness of child protection issues.	
Core Competencies A. Planning and Organising of Activities and Resources	The post holder will demonstrate an ability to: • Manage a designated caseload.	• Experience of working with children with clinical care needs e.g. Epilepsy, respiratory difficulties, PEG, catheterisation, bowel management. • Provide training and assessment of other staff members.
B. Professional Development and Standards in the Service	• Maintain accurate written nursing records and reports in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of service users in the service. • Understanding of relevant legislation and professional standards to ensure compliance with best practice. • Demonstrates clinical skills in assessment, intervention and diagnostics in relation to children.	

C. Integrity and Decision Making	• Make decisions in an ethical manner, consistent with An Bord Altranais guidelines. • Recognise when further intervention/referral is required.	• Experience in making decisions in consultation with interdisciplinary teams. • Experience in including families in decisions in a family centered approach.
D. Service Delivery and Initiative	• Demonstrates reflective practice techniques to inform and guide their practice. • Demonstrates knowledge and ability to intervene in nursing emergencies.	
E. Building and Maintaining Working Relationships	• Develops and promote good interpersonal relationships with service users and families. • Ability to communicate at all levels within the service • Disseminate information appropriately in a clear manner. • Develop and maintain communication links with other agencies as appropriate. • Excellent interpersonal and written communication skills. • Participate as an interdisciplinary team member in all aspects of service delivery including case conferences, clinical meetings and team meetings.	
F. Teamworking	• Ability to work collaboratively with others.	
Special aptitudes	• Enthusiastic and motivated. • Full clean manual driving licence.	