Person Specification

Post: Support Worker **Date Updated: Sept 2026**

	Essential Criteria	Desirable Criteria

A. Qualifications and Experience:	• QQI Level 5 Major Award (8 modules) in one of the following:
	  ○ Healthcare Support
	  ○ Social Care
	  ○ Pre Nursing
	  ○ Disability Care Skills
	  ○ Childcare
	OR
	• Health related area (Individuals with 3 modules completed will be eligible to apply once written commitment given to complete the remainder of the Major Award within 12 months of start date.)
	OR
	• SNA Qualification
	OR
	• Year 1 of a relevant degree programme in Health and Social Care (such as Social Care, Child Care, Nursing, Occupational Therapy, Physiotherapy, Speech & Language Therapy)
	AND
	• Full Clean Manual Driving Licence and willingness to drive company vehicles.
	AND
	• Be eligible to work in the state
		• Experience of supporting people with disabilities.
		• Experience of working with people with behaviours of concern.
		• Experience of providing personal care
		• Basic IT skills

B. Organisational and Professional Knowledge	• Broad knowledge of Enable Ireland and an understanding of the core values of the organisation. • Understand the importance of promoting the health, welfare and social wellbeing of the individuals who use Enable Ireland Services.	
C. Core Competencies	*The post holder will demonstrate an ability to:* • Person centred care and support.	

	• Clear written presentation skills. • Strong communication skills • Demonstrate ability to use initiative	
D. Integrity and Decision Making	• Make ethical and informed decisions based on the best available information while taking into account the context of the situation within the decision is being made. • Maintain accurate written records, and reports in accordance with professional guidelines. • Understands the importance of confidentiality. • Demonstrates reflective practice techniques to guide their practice. • Demonstrate problem solving skills.	
E. Building and maintaining Working relationships:	• Develop and promote good interpersonal relationships with service owners and their families. • Ability to communicate at all levels within the service. • Disseminates information appropriately in a clear manner. • Develop and communication links with other professionals as appropriate. • Excellent interpersonal and written communication skills.	
F. Team Working	• Realise the importance and complexity of teamwork and how as a team member their contribution is effective. • Ability to work collaboratively with others. • Actively participates in team meetings.	
G. Special Aptitudes	• Pro-active approach to overall performance. • Innovative and creative. • Person –centred philosophy • Person and family focused. • Flexibility, adaptability and openness to change.	

	• Willingness to embrace service developments and changes.	