Person Specification

Post: Residential Support Worker Night Duty (sleepover) **Date Updated:** November 26		
	Essential Criteria	**Desirable Criteria**
Experience/Qualifications:	– Minimum qualification QQI Level 5 Certificate in Social Care, or relevant heath related area – Full clean driver's licence and willingness to drive service transport. – 1 years' experience working with adults with disabilities – Good IT skills. – Immediate eligibility to work in the state – Good understanding of Adult Protection and Lone working.	– Experience working with adults in a residential service setting. – Experience of working in community setting. – Experience lone working. – Experience working with people with physical disabilities.
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. – Knowledge and experience of the person centred approach.	– Demonstrate an awareness of services for people with disabilities in a community based setting. – Experience working with assistive technologies or AAC devices. – Training in MAPA, de-escalation techniques
Core competencies: **Planning and organising of**	*The post holder will demonstrate an ability to:*	- Act as a keyworker and support Person Centred Plans for service owners.

activities and resources	– Demonstrate an awareness of resource management. – Clear, written presentation skills. – Demonstrates ability to use initiative. – Be confident and comfortable with lone working .	
Professional Development & Standards in the Service	– 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.	
Building and Maintaining Working Relationships	– Strong communication skills. – Develop and promote good interpersonal relationships with the service owners and their family. – Develop and maintain communication links with other agencies as appropriate. – Display excellent interpersonal and written communication skills. – Ability to work collaboratively with others. - Actively participates in team meetings.	

Team Working		
Special Aptitudes	- Be self-motivated with a desire to support people with disabilities to live an ordinary life in their community – Be flexible, adaptable and open to change. – Demonstrate a proactive approach to overall performance. – Demonstrate innovation and creativity. – Demonstrate problem solving skills.	