PERSON SPECIFICATION

Post: Personal Care Assistant	**Date Updated:** November 2026	
	Essential Criteria	**Desirable Criteria**
A. Qualifications and Experience:	• FETAC Level 5 Certificate in Social Care or relevant health related area • 1 years' experience in providing personal care to adults. • Full, clean, manual driving license. • Eligible to work in the State.	• Experience working with adults and families with physical/sensory/intellectual disabilities. • Experience in driving people with disabilities on public roads. • Experience working with adults within the community. • Experience with PEG feeding and catheterisation.
B. Organisational and 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. • Awareness of HIQA standards. • Understands the important of health and safety in the workplace.	• Demonstrate an awareness of services for people with disabilities in community based setting.
CORE COMPETENCIES **C. Planning and Organising of Activities and Resources:**	*The post holder will demonstrate an ability to:* • Support Service Owners to access community-based activities of their choice.	
D. Professional Development and Standards in Services:	• Maintain accurate written records, and reports in accordance with professional guidelines. • Promote health, welfare and social wellbeing of Service Owners. • Understand relevant legislation and professional standards to ensure	

	compliance with best practice. • Participate in training as required.	
E. Integrity and Decision Making:	• Understand the importance of confidentiality. • Respect the policies of Enable Ireland in relation to professional boundaries, and dignity and respect. • Make decisions in an ethical manner. • Demonstrate problem-solving skills.	
F. Service Delivery and Initiative:	• Demonstrate reflective practice techniques to guide their practice. • Experience of the person centred approach. • Demonstrate ability to use initiative.	• Experience in making decisions in consultation with team members.
G. Building and Maintaining Working Relationships:	• Develop and promotes good interpersonal relationships with Service Owners and their families. • Ability to communicate at all levels within the service. • Disseminate information appropriately in a clear manner. • Excellent interpersonal and written communication skills.	
H. Team Working:	• Ability to work collaboratively with others. • Actively participate in team meetings.	
I. Special Aptitudes and Circumstances:	• Flexible, adaptable and open to change. • Demonstrate a proactive approach to overall performance. • Demonstrate innovation and creativity. • Willingness to embrace service development and change.	

	• Willingness to work evenings/ weekends/sleepovers.	