PERSON SPECIFICATION

Post: Therapy Assistant		**Date Updated:** October 2026
	Essential Criteria	**Desirable Criteria**
A. Qualifications and Experience:	**Eligible applicants will be those who on the closing date for the competition:** • Possess the Certificate in Health Service Skills FETAC Level 5 which contains Modules 1 & 2 or Healthcare Support with Occupational Therapy Assistant modules 1 and 2, or with Physiotherapy Assistant modules 1 and 2, or with Speech and Language Therapy Assistant modules 1 and 2, at Level 5 on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland (QQI) **OR** • Possess a relevant healthcare qualification at not less than Level 5 on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland (QQI) and give an undertaking to participate in the appropriate Occupational Therapy/Physiotherapy Assistant/Speech and Language Therapy Assistant training modules 1 and 2, within 1 year of taking up duty. **OR** • Have obtained an equivalent to (i) from another jurisdiction. **AND** • Candidates must have the personal competence and capacity to properly discharge the duties of the role. **AND** • Candidates must be eligible to work in the state. • Access to appropriate	• 1 year experience working with young children with a physical disability. • Experience of providing a community-based service. • Experience of carrying out therapy programmes.

	transport and a full clean driving licence is essential.	
B. Organisational and Professional Knowledge:	• Broad knowledge of Enable Ireland. • Knowledge of the disability sector. • Understanding of the Social Model of Disability. • Understanding of the importance of the role of the adult when working with young children. • Understanding of a family centred approach in the delivery of services. • Experience of Microsoft Office packages and service related database systems. • Demonstrates a commitment to continuing professional development	
CORE COMPETENCIES **C. Planning and Organising of Activities and Resources:**	*The post holder will demonstrate an ability to:* • Understanding of confidentiality, data protection and information sharing. • Ability to prioritise own workload, and to schedule activities accordingly. • Ability to work safely under own initiative. • Demonstrates good time management skills in carrying out both clinical and administrative duties and can effectively manage competing priorities.	
D. Professional Development and Standards in Services:	• Understands the importance of maintaining accurate written records, and reports in accordance with professional guidelines. • Promotes health, welfare and social wellbeing of service users in the service. • Understands the importance of compliance with standards in the use of therapy equipment. • Understanding of safeguarding children, and knowledge of child protection procedures. • Demonstrates core skills around assisting children with skills of daily living,	

	implementing therapy programmes, and the use of therapy equipment with children in a school/clinic setting. • Ability to work under pressure. • Knowing when to seek assistance from colleagues.	
E. Integrity and Decision Making:	• Understands the importance of seeking direction/support from clinicians when making decisions around therapy provision. • Makes decisions and responds to events in a safe and ethical manner. • Good knowledge of health, safety and welfare issues relating to young children and their families • Understands the importance of including families in decisions in a family centred approach. • Understands when issues should be brought to the attention of their manager.	• Experience in making decisions in consultation with team members.
F. Building and Maintaining Working Relationships:	• Develops and promotes excellent interpersonal relationships with children and their families. • Ability to work collaboratively with others. • Ability to communicate at all levels within the service. • Disseminates information appropriately in a clear manner. • Develop and maintain communication links with other colleagues as appropriate. • Excellent interpersonal and written communication skills. • Tailors' communication style to meet the needs of the audience and effectively reports observations and outcomes.	• Knowledge and understanding of families from different cultural backgrounds.
G. Team Working:	• Ability to work collaboratively with the interdisciplinary team in planning and delivery of services. • Understands the importance of team working. • Actively participates in team	

	meetings.	
H. Special Aptitudes and Circumstances:	• Flexible, adaptable and open to change. • Demonstrates innovation and creativity, and ability to problem solve. • Willingness to embrace service development and change. • Ability to provide services in the community, working hours. • Is reliable, punctual and honest.	