PERSON SPECIFICATION

Post: Social Care Worker	**Date Updated:** October 2026

	Essential Criteria	**Desirable Criteria**
A. Qualifications and Experience:	**1. Statutory Registration, Professional Qualifications, Experience, etc.** • Hold a professional registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU. **AND** • Have a Schedule 3 qualification. **OR** • Have a comparable qualification recognised by Social Care Workers Registration Board. **AND** • Candidates must have the knowledge, skills, and suitability required to perform the role effectively. **2. Annual Registration** • On appointment, practitioners must maintain annual registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU. **3. Additional Criteria:** • Experience in contributing to the development of personal plans. • Experience and knowledge of the role of a key worker. • Experience of delivering personal care. • Experience of assisting adults with medical needs/ administering medication. • Experience of engaging in professional supervision. • Possess a full, clean, manual driving licence.	• Experience of working with adults and families with physical/sensory /intellectual disabilities. • Minimum of 1 year post qualification experience relevant to the role.
B. Organisational and Professional Knowledge:	• Knowledge of Enable Ireland. • Good understanding of Social Model of Disability. • Good understanding of New Directions,	

	• Understanding of HIQA regulations, standards and registration process • Awareness of safeguarding issues and reporting. • Experience developing care plans. • Eligible to work in the State.	

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. • Promotes health, welfare and social wellbeing of Service Owners. • Understands relevant legislation and professional standards to ensure compliance with best practice.	
E. Integrity and Decision Making:	• Understands the importance of confidentiality. • Respect the policies of Enable Ireland in relation to professional boundaries, and dignity and respect. • Makes decisions in an ethical manner. • Demonstrate problem-solving skills.	
F. Service Delivery and Initiative:	• Demonstrates reflective practice techniques to guide their practice. • Experience of the person-centred approach. • Demonstrates ability to use initiative.	
G. Building and Maintaining Working Relationships:	• Develops and promotes good interpersonal relationships with the Service Owners and their families. • Ability to communicate at all levels within the service. • Disseminates information appropriately in a clear manner. • Excellent interpersonal and written communication skills.	

H. Team Working:	• Ability to work collaboratively with others and stakeholders. • Actively participate in team meetings.	

I. Special Aptitudes and Circumstances:	• Flexible, adaptable and open to change or when change is required to meet the needs of the services. • Demonstrate a proactive approach to overall performance. • Demonstrate innovation and creativity. • Willingness to embrace service development and change.	