Person Specification

Post: Social Worker, Senior Medical		**Date Updated:** October 2026
Competency	**Essential Criteria**	**Desirable Criteria**
QUALIFICATIONS & EXPERIENCE	1. **Candidates for appointment must:** i. Be registered, or be eligible for registration, on the Social Workers Register maintained by the Social Workers Registration Board at CORU **And** ii. Have 3 years full time (or an aggregate of 3 years full time) relevant post qualification experience **And** iii. Have the requisite knowledge and ability (including a high standard of suitability, professional and managerial ability) for the proper discharge of the duties of the office iv. Provide proof of Statutory Registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU **before a contract of employment can be issued**. 2. **Annual Registration** i. On appointment practitioners must maintain annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. **And** ii. Practitioners must confirm annual	• 1 years' experience as a Senior Grade, or in other similar type role. • Experience working with children with disabilities and their families. • Experience in providing training to parents and other professionals. • Experience in supervision of staff. • Experience in managing resources.

	registration with CORU to Enable Ireland. • Applicants must be eligible to work in the state. *Please review the criteria at the following link https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits and ensure you meet the requirements before submitting your application* • Valid driving licence for within the state / jurisdiction with access to own transport in order to deliver services across a large geographical area	
ORGANISATIONAL & PROFESSIONAL KNOWLEDGE	• Broad knowledge of the Enable Ireland organisation, Progressing Disabilities and the role. • Excellent understanding of the disability sector. • Good understanding of the social model of disability. • Knowledge of theory and frameworks of social work. • Theory and frameworks of assessment and intervention. • Knowledge of legislation, regulations and procedures. • Knowledge and experience of adult safeguarding policy and legislation.	• Knowledge of roles of team members in interdisciplinary team
CORE COMPETENCIES	The post holder will demonstrate an ability to:	
A. Professional Development and Standards in Services	• Maintains a high standard of professional behaviour and is accountable for their practice. • Maintain accurate written and database records and reports in accordance with professional guidelines. • Delivers a high quality, evidence based service. • Use initiative in developing new ideas that add value to the organisation and service, and an awareness of legislation related to working with children. • Awareness of the importance of	• Presentation skills.

	policies and procedures within the organisation. • Has an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner in line with best practice.	
B. Planning and Managing	• Organisational skills. • Resource management skills. • Can work under pressure and within time scales. • Can work in a complex environment with competing demands. • Be flexible in providing training programmes out of hours to meet stakeholder needs.	
C. Integrity and Decision Making	• Ensure decisions made are professional, ethical and consistent in manner. • Recognise when further intervention in relation to decision making is required. • Demonstrates integrity in approach to work.	
D. Team Working	• Realises the importance of teamwork and how as a team member their contribution is effective. • Understands inter and trans-disciplinary working. • Ability to co-ordinate work with other team members. • Understands complexity of team working.	
E. Building and Maintaining Working Relationships	• Develops and promotes good interpersonal relationships with service users and their family. • Develops and maintains communication links with other staff/agencies as appropriate. • Excellent interpersonal and written communication skills. • Listens to and respects conflicting points of view and works towards win-win solutions.	

F. Leadership	• Build credibility and portrays the profession in a positive light by being professional and well informed by demonstrating determination and initiative to achieve results and improve the service. • Take lead roles within the team or service as required. • Shows evidence of managing change successfully.	
G. Proactive approach / Adaptability / Flexibility	• Is flexible, adaptable and open to change. • Demonstrates a pro-active approach to overall performance. • Innovative and creative. • Willingness to embrace service development and change. • Ability to deliver services across a wide geographical area. • In-depth understanding of Children's First legislation	