Person Specification

Post: Adult Support Worker		**Date Updated:** November 26
	Essential Criteria	**Desirable Criteria**
Experience /Qualifications:	• QQI Level 5 in Care skills to include a module on special needs(total 8 modules) or Equivalent Qualification • Minimum of 1 year's post registration experience working specifically in the specialty of working with adults with Autism. • To hold a full clean drivers licence with no restrictions and be willing to drive Enable Ireland vehicles • Must be eligible to work in the state • Effective communication skills and good recording practices • Knowledge of social model of disability. • Good understanding of Adult Protection and Lone working.	• Experience of working with adults in a day service setting. • Experience of working in community setting. • Knowledge of person centered planning and Key Worker system • Knowledge of New Directions guidelines
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 of New Directions 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.
Core competencies: **Planning and organising of activities and resources** **Professional Development & Standards in the Service**	*The post holder will demonstrate an ability to:* • Support the service owners with their daily programme. • Demonstrate an awareness of resource management. • Clear, written presentation skills. • Demonstrates ability to use initiative. • Be confident and comfortable with lone working as required. • Act as a keyworker and support Person Centred Plans for service owners.	

Building and Maintaining Working Relationships **Team Working**	• 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. • Create opportunities for individuals to develop, establish and maintain participation and integration in their local communities. • 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 and • Actively participates in team meetings.	
Special Aptitudes	• Willingness to support adults with Hydrotherapy sessions. • 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.	