



PERSON SPECIFICATION

Post: Social Worker Date Updated: August 26		
	Essential Criteria	Desirable Criteria
Qualifications and Experience	- Be registered, or be eligible for registration, on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND - Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office. AND - 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. Annual registration - On appointment practitioners must maintain annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND - Practitioners must confirm annual registration with CORU to Enable Ireland	- Recent, relevant experience working with children and their families. - Experience working with children with disabilities. - Experience of Inter-disciplinary team working. - Some years' experience of working in the disability sector.
Organisational and Professional Knowledge	- Broad knowledge of the Enable Ireland organisation and the job. - Broad knowledge of the Progressing Disability Services for Children and Young People with Disability Programme - Good knowledge of the disability sector.	- Knowledge of the role of other team members. - Knowledge of Inter-disciplinary working.

	• Good understanding of the social model of disability. • Knowledge and understanding of the theory and frameworks of social work. • Knowledge and understanding of the theory and frameworks of assessment and intervention in social work. • Knowledge and understanding of Children First and child protection issues. • Knowledge of Legislation & Social Policy, i.e. FOI, Disability Act and Information Management (GDPR) and operating within these guidelines/legislative framework • Understanding and working with Enable Ireland's ethos, values and mission statement	
Core Competencies	The post holder will demonstrate an ability to: • Work with initiative and determination to achieve best outcomes • Ability to work in partnership with service users and their families, using a person centred approach • Demonstrates the skills, knowledge and ability to deliver a quality evidence-based service • Excellent written and verbal communication skills • Work in partnership with Statutory and non-statutory organisations as required • Have a Proactive approach to work • Demonstrate good team working skills • Act as a keyworker to nominated Children and families	• Experience of inter-agency work • Experience & training in Child Protection • Experience of Assessment of Need
Planning & Organising of activities and resources	• Organises workload in an effective manner • Sets targets, prioritises services	• Resource management awareness
Professional development and standards in the service	• Has an awareness and understanding of legislation and professional requirements in order to carry out their duties in a manner compliant with best practice • Ensures services are delivered to a high standard • Works within Social Work code of ethics, and uses reflective	

	practice • Participates in clinical supervision to ensure the maintenance of clinical service standards and assuring quality • Maintains consistently high standards in relation to documentation • Ensures a quality focus	
Integrity and decision making	• Can make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made • Problem solving skills • Integrity in approach to work	
Service delivery and initiative	• Demonstrates competency in applying theory, legislation and knowledge in the area of social work in the disability sector • Supports service users in self-advocacy • Ability to deliver training to parents, staff or other agencies • Innovative and creative • Flexibility, adaptability and openness to change • Ability to work across teams/services • Ability to provide services across a large geographical area	
Building and maintaining working relationships	• Ability to work in partnership with service user and their families • Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood • Develops and maintains excellent working relationships with colleagues in HSE, other agencies • Can describe complex information in simple terms • Excellent negotiation skills	• Presentation skills • Ability to work across teams
Team Working	• Realise the importance of teamwork and how as a team member their contribution is effective • Ability to share skills and learn skills from others • Understands inter and trans-disciplinary working • Ability to co-ordinate work with	

	other team members • Understands complexity of team working	
Special Aptitudes	• Innovative and creative. • Flexibility, adaptability and openness to change. • Ability to deliver service across large geographic area. • Full Driving Licence with access to own transport	• Ability to work in an interdisciplinary team and across teams.