



## PERSON SPECIFICATION

Post: Social Care Worker		Date Updated: March 2024
	Essential Criteria	Desirable Criteria
<b>Qualifications and Experience</b>	<p><b>Professional qualifications</b></p> <ul style="list-style-type: none"> <li>• Must be eligible for registration on the Social Care Workers registration board with CORU from November 2023, must obtain such registration by November 2025 and must maintain such registration for the duration of employment in this role. Please click <a href="#">here</a> for list of CORU approved qualifications.</li> <li>• Experience in contributing to the development of personal plans.</li> <li>• Experience and knowledge of the role of a key worker.</li> <li>• Experience of delivering personal care to adults.</li> <li>• Experience of assisting adults with medical needs/ administering medication.</li> <li>• Experience of engaging in professional supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with adults with disabilities including physical/intellectual/ ASD/behaviours of concern.</li> <li>• Experience of working in a multi-disciplinary team</li> <li>• Experience in taking leadership in the development of personal plans.</li> <li>• Experience in responding to complaints</li> </ul>
<b>Organisational and Professional Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of Enable Ireland.</li> <li>• Understanding of the Social Model of Disability.</li> <li>• Understanding of the core principles in social care practice in supporting adults with disability.</li> <li>• Understanding of HIQA standards and the delivery of social care services.</li> <li>• Knowledge of the Assisted Decision Making (Capacity) Act 2015 and its implementation in disability services.</li> <li>• Knowledge of New Directions.</li> <li>• Knowledge of good practice in safeguarding vulnerable adults.</li> <li>• Knowledge of good practice in supporting vulnerable adults to manage their finances.</li> <li>• Knowledge of Health &amp; Safety and employee obligations.</li> <li>• Understands the importance of policies and procedures and</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Quality systems.</li> <li>• Knowledge and experience of augmentative and alternative methods of communication.</li> </ul>

	application of same in social care practice.	
<b>Core Competencies</b>	<ul style="list-style-type: none"> <li>• Ability to work within a team.</li> <li>• Ability to work on own initiative.</li> <li>• Ability to manage own time and to organise workload and associated tasks.</li> <li>• Ability to plan and deliver services in collaboration with individuals with disability and their decision making supporters.</li> <li>• Proactive in learning new skills and knowledge and applying to practice.</li> <li>• Excellent oral communication.</li> <li>• Excellent report writing and record keeping skills.</li> <li>• Competent user of email, Word, Excel and using online platforms for employment support.</li> <li>• Calm and effective approach to urgent situations.</li> <li>• Ability to exercise sound judgement and handle conflicts in a timely and professional manner.</li> </ul>	
<b>Special Aptitudes &amp; Circumstances</b>	<ul style="list-style-type: none"> <li>• Demonstrates innovation and creativity.</li> <li>• Demonstrates flexibility/adaptability/ openness to change.</li> <li>• Ability to work on own initiative.</li> <li>• Proactive approach to overall performance.</li> <li>• Willingness to embrace service development and change.</li> <li>• Ability to work flexible hours as required in line with the needs of the service.</li> <li>• Ability to demonstrate empathy.</li> <li>• Willingness to promote independence.</li> <li>• Person-centered attitude to support.</li> <li>• Full manual driving licence.</li> </ul>	<ul style="list-style-type: none"> <li>• Interests in art/drama, sport, horticulture or other similar activities that can be drawn on to enhance opportunities for service owners.</li> </ul>