

Person Specification

Post: Care Assistant		Date Updated: November 2018
	Essential Criteria	Desirable Criteria
Qualifications and Experience	<ul style="list-style-type: none"> • Qualification in relevant Health Care/Social Care (Fetac level 5) • Minimum of 1 years' experience working as a Care Assistant. • Experience of working with Adults with Physical, sensory and neurological disabilities. • Experience & ability to support individual with personal/intimate care needs • Experience & ability to support individuals with Eating Drinking and swallowing needs. • Full Clean drivers Licence 	<ul style="list-style-type: none"> • 3 years' experience of working within the disability sector • Experience of Keyworking
Organisational and Professional Knowledge	<ul style="list-style-type: none"> • Knowledge of Person Centred Approaches. • A good understanding of Health and Safety. • Knowledge of how to support in therapeutic, Educational, Employment and social activities within community setting. • Knowledge of social, cognitive and emotional development for People with Disabilities. 	<ul style="list-style-type: none"> • Knowledge of Enable Ireland Services and strategic priorities
Core Competencies	The post holder will demonstrate an ability to:	

	<ul style="list-style-type: none"> • Understand the importance of policies and procedures and the implications of same. • Respect the policies of Enable Ireland in relation to boundaries, dignity and respect. • Ability to prepare routine administrative paperwork. • Ability to react calmly and effectively in emergency situations. • Make decisions in an ethical and professional manner. • Commitment to team-working, and respect and consideration for the skills of others. • Excellent communication and interpersonal skills: oral and written. • Demonstrates active listening skills. • Ability to enthuse and motivate others. • Ability to exercise sound judgement and handle conflicts in a timely and professional manner. • Demonstrates an understanding of team work. • Proactive in learning new skills from others and applying them. • Good time management skills • Ability to work in partnership with individual and/or carer. 	<ul style="list-style-type: none"> • Ability to prioritise work with minimal supervision
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Special Aptitudes	<ul style="list-style-type: none"> • Demonstrates innovation and creativity. • Demonstrates flexibility/adaptability/ openness to change. • Ability to work on own initiative. • Proactive approach to overall performance • Willingness to embrace service development and change 	<ul style="list-style-type: none"> • Understanding of Advocacy
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