



Person Specification

Post: Personal Care Assistant

Date Updated:

20th February 2019

FACTORS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
A. QUALIFICATIONS AND EXPERIENCE	<ul style="list-style-type: none"> · FETAC Level 5 Certificate in Social Care or relevant health related area. · Minimum of 1 year experience in providing personal care to children. 	<ul style="list-style-type: none"> · Experience working with children with a physical disability · Driving licence and experience in driving people with disabilities.
B. ORGANISATIONAL AND PROFESSIONAL KNOWLEDGE	<ul style="list-style-type: none"> · 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. · Awareness of HIQA standards. 	<ul style="list-style-type: none"> · Demonstrate an awareness of services for people with disabilities in community based setting.
CORE COMPETENCIES C. Planning & organising of activities and resources D. Professional development and standards in the service. E. Integrity & Decision Making	<p>The Post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> · Support service users to access community based activities of their choice. · Maintain accurate written records, and reports in accordance with professional guidelines. · Promotes health, welfare and social wellbeing of service users in the service. · Understands relevant legislation and professional standards to ensure compliance with best practice. · Understands the importance of confidentiality. · Respect the policies of Enable Ireland in relation to professional boundaries, and dignity and respect. · Makes decisions in an ethical manner. · Demonstrate problem solving skills. 	

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F. Service Delivery and initiative G. Building and Maintaining working relationships : H. Team working	<ul style="list-style-type: none"> · Demonstrates reflective practice techniques to guide their practice. · Experience of the person centred approach. · Demonstrates ability to use initiative. · Develops and promotes good interpersonal relationships with the service users and their family. · Ability to communicate at all levels within the service. · Disseminates information appropriately in a clear manner. · Excellent interpersonal and written communication skills. · Ability to work collaboratively with others. · Actively participate in team meetings. 	<ul style="list-style-type: none"> · Experience in making decisions in consultation with team members.
I. Special Aptitudes - proactive approach adaptability/flexibility	<ul style="list-style-type: none"> · Flexible, adaptable and open to change. · Demonstrate a proactive approach to overall performance. · Demonstrate innovation and creativity. · Willingness to embrace service development and change. · Willingness to work evenings/ weekends 	