



Person Specification

Post: Adult Services Support Worker Date updated: May 2024

FACTORS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
A. QUALIFICATIONS AND EXPERIENCE	<ul style="list-style-type: none"> · FETAC Level 5 Certificate in Social Care or other relevant health/Social Care qualification · Experience working with people with disabilities. · Experience of supporting adults with physical disabilities with all activities of daily living including delivering personal care · Basic IT skills 	<ul style="list-style-type: none"> · Experience working with adults in social/leisure setting. · Experience of working in community/non-centred based setting. · Experience in clamping wheelchairs. · D1 Driving License with driving experience · Holder of CPC Driver Card · B driving License with agreement to undertake D1 driver training
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 · Knowledge of New Directions and experience of the person centred approach. 	<ul style="list-style-type: none"> · Demonstrate an awareness of services for people with disabilities in community based setting
CORE COMPETENCIES C. Planning & organisational skills	The Post holder will demonstrate an ability to <ul style="list-style-type: none"> · Support the service users with their day programme · Demonstrate an awareness of resources management. · Clear, written presentation skills · Strong communication skills · Demonstrates ability to use initiative 	Presentation skills.

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<p>D. Integrity & Decision Making including professional development and standards in the service.</p>	<ul style="list-style-type: none"> · Makes decisions in an ethical manner · Maintain accurate written records, and reports in accordance with professional guidelines. · Understands the importance of confidentiality. · Promotes health, welfare and social wellbeing of service users in the service. · Understands relevant legislation and professional standards to ensure compliance with best practice. 	
<p>E. Building and Maintaining working relationships / Team work:</p>	<ul style="list-style-type: none"> · Understands complexity of team working. · Ability to work collaboratively with others. · Actively participate in team meetings · Demonstrates reflective practice techniques to guide their practice. · Respect the policies of Enable Ireland in relation to Boundaries, dignity and respect. · Ability to research, develop an nurture relevant networks and partnerships to enhance service user's community integration 	<ul style="list-style-type: none"> · Experience in making decisions in consultation with team members.
<p>F. Communication and Confidentiality</p>	<ul style="list-style-type: none"> · Develop and promote 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. 	

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G. 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.· Demonstrate problem solving skills.· Willingness to embrace service development and change.	