

Would you like the opportunity to work with a leading Irish national voluntary organisation?

Enable Ireland is a leading national voluntary organisation which provides family support services for people with disabilities and their families, in partnership with the HSE and other State and voluntary agencies.

We require dedicated professionals who are committed to providing the highest quality services possible to service users. We offer a challenging career as part of our integrated team approach to delivering services.

JOB OPPORTUNITY

We have an exciting opportunity for **Staff Grade Physiotherapists** based at our Enable Ireland Wicklow Children's Services:

Contract Status:

**2 x Permanent Contract based in CDNT5 North Wicklow
Full Time 37 hours per week**

**1 x Permanent Contract based in CDNT6 Mid Wicklow
Full Time 37 hours per week**

The Role:

To work as a member of the interdisciplinary team providing services to children aged 0-18 years and families within the region. The post holder will be responsible for the provision of an occupational therapy service to include assessment diagnostics and intervention and ongoing service delivery to children with a range of disabilities. The post holder will be required to work across a variety of settings including the clinic, schools, preschools and special schools, children's homes and community settings.

Overview of Duties & Responsibilities: Outlined in Job Description.

Essential Criteria:

- A recognised validated University Degree in Physiotherapy.
- Eligible for membership to The Irish Society of Chartered Physiotherapists.
- Be validated by the Department of Health & Children and be eligible to work in the state.
- CORU registration.

Desirable Criteria:

- Physiotherapy experience of working with children with a disability in a community setting.

We would love to hear from you if you have a passion for working with our organisation and have the relevant experience/skills required for the role.

(In the event of a high volume of applicants, we may apply the Desirable Criteria)

To apply please download job description, person specification and application form below and forward completed applications by email to Christina Golden at cgolden@enableireland.ie.

Closing date for applications Monday 17 January 2022

Interview Date Thursday 3rd February 2022

Please indicate the position you are applying for in the “To” Line.

A panel may be formed following these interviews for similar vacancies arising in Wicklow Children’s Services (CDNT5/CDNT6/CDNT7) within the next twelve months.

Enable Ireland is an equal opportunities employer.

- *The post will be subject to reference checks and may be subject to Garda vetting/police clearance, as relevant*
- *Due to the large volume of applications, we are not in the position to provide individual feedback to applicants who are not shortlisted for interview.*
- *Applications are invited from suitably qualified applicants from all sections of the community.*
- *The above information serves only as a guide to the advertised position. Enable Ireland, at its discretion, reserves the right to change this prior to appointment*

Please review the Enable Ireland’s External Data Protection Notice available at <https://www.enableireland.ie/privacy-policy> for details on how Enable Ireland processes applicant’s personal information. Please note if you are invited for interview, we will share your personal data with: 1) Any virtual service provider we use to host the interview; and (2) the interview panel (if applicable). Your information will be stored for this purpose in line with our retention policy.



**Children's
Disability
Network
Team**

JOB DESCRIPTION

Job Title	Staff Grade Physiotherapist
Location	Wicklow Children's Services
Contract Hours	Full Time 37 Hours per week
Contract Type	Permanent
Reporting to	Children's Disability Network Manager

Overall Purpose of the Post:

To work as a member of the interdisciplinary team providing services to children aged 0-18 years and families within the region. The post holder will be responsible for the provision of a physiotherapy service to include assessment diagnostics and intervention and ongoing service delivery to children with a range of disabilities. The post holder will be required to work across a variety of settings including the clinic, schools, preschools and special schools, children's homes and community settings.

Duties

Planning and Organising of Activities and Resources

- Plans and organises activities and necessary resources efficiently and effectively.
- Understands the importance of time management for themselves and in particular how this translates to organising their assigned caseload.
- Demonstrates the ability to arrange and schedule activities.
- Deals with unexpected scenarios with persistence and flexibility to ensure the achievement of goals.
- Maintains a disciplined and professional level of performance under sustained or situational pressure.
- To carry out vaccination of both service owners/users and staff as required.

Professional Development and Standards in the Service

- To promote and deliver supports within the ethos and philosophy of Enable Ireland and within the principles of Progressing Disability Services for Children and Young People. This includes working as a member of an interdisciplinary team providing family centred services in line with agreed national and legislative policies.
- Demonstrates sufficient clinical skills in assessment, intervention and diagnostics to meet the specific needs of the relevant caseload.
- Is adequately aware of policy, legislative and professional requirements to ensure appropriate standards in their area of responsibility.
- Contribute to the ongoing development and implementation of Enable Ireland quality assurance initiatives.
- Ensure that service user's records, progress reports and staff records are kept

- up to date in line with agreed Children's Disability Network Team policy.
- Ensures strict compliance with health and safety standards and adheres to operational guidelines ensuring equipment is checked and working correctly in accordance with safety standards.
- Works within CORU guidelines.

Judgement & Evaluation

- Holds an appropriate and effective set of professional values and beliefs and behaves in line with professional standards as set down by Enable Ireland and relevant professional bodies.
- Makes decisions in a well-judged and timely manner bringing all relevant information to bear.
- Uses logical analysis to break complex problems into their component parts.
- Promotes and consistently supports the demonstration and development of evidence based service delivery.

Service Delivery & Initiative

- Has the functional and technical knowledge and skills to make a credible contribution to the service.
- Collaborates with the service user while working in partnership with the service user's parent/family/carer and all other relevant stakeholders to identify and achieve goals.
- Strives to achieve quality results at all levels of the service in line with the European Foundation for Quality Management (EFQM) as adopted by Enable Ireland.
- Takes initiatives to move the service forward and shows a willingness to try out new ideas under supervision that add service delivery value.
- Is committed to achieving evidence based goals and the continuous improvement of the service.
- Shows enthusiasm and a high level of motivation in completing projects.

Building and Maintaining Working Relationships

- Forms strong positive working relationships across all areas of the service, builds on a common understanding.
- Demonstrates a supportive and reciprocating work style including strong empathy with service users.
- Communicates effectively with parents of children attending the service so as to provide a children and family centered service.
- Works appropriately with all stakeholders.

Team Working

- Attend and participate in relevant meetings including Individual Family Support Planning and case conference meetings and team meetings as required.
- Works in collaboration with the other members of the interdisciplinary team in the planning and delivery of services for children, including the development and implementation of the Individual Family Support Plan.
- Participate in training and developmental opportunities as identified and agreed.
- Support and contribute to research initiatives as required.
- Understands the concept of interdisciplinary team working and complexity of working in teams.

GDPR compliance, in the course of carrying out the duties of this job and working with others which will include but is not limited to compliance with all Enable Ireland GDPR policies and procedures, attending all GDPR training sessions, ensuring personal responsibility for implementing safeguards and measures as directed, to minimise exposure to breach of GDPR.



**Children's
Disability
Network
Team**

PERSON SPECIFICATION

Post: Staff Grade Physiotherapist		Date Updated: December 2021
	Essential Criteria	Desirable Criteria
Qualifications and Experience	<ul style="list-style-type: none"> • A recognised validated University Degree in Physiotherapy. • Eligible for membership to The Irish Society of Chartered Physiotherapists. • Be validated by the Department of Health & Children and be eligible to work in the state. • CORU registration. 	<ul style="list-style-type: none"> • Physiotherapy experience of working with children with a disability in a community setting.
Organisational and Professional Knowledge	<ul style="list-style-type: none"> • Demonstrate a professional reasoning and behaviour with an understanding of the role of the Physiotherapist. • Demonstrate knowledge of theory and practice. • Demonstrate an ability to work as part of an interdisciplinary team. • Demonstrate a clear understanding of the social model of disability and a family centered approach in the delivery of services to people with disabilities. • Demonstrate knowledge of the Progressing Disability Services and the Children's Disability Network Teams. • Broad knowledge of Enable Ireland and other disability services. • Evidence of commitment to Continuous Professional Development. 	

<p>Core Competencies</p> <p>Planning & organising of activities and resources</p>	<p>The post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> • Organise their workload in a team environment to include the scheduling and carrying out of assessments, interventions, diagnosis and administration as part of a caseload management process. • Ensure an acceptable overall level of performance as a staff grade physiotherapist. 	
<p>Professional development & standards in service</p>	<p>The post holder must:</p> <ul style="list-style-type: none"> • Have an awareness and understanding of legislation and professional requirements in order to carry out their duties in a compliant manner that meets best practice. • Demonstrate sufficient clinical skills in assessment, intervention and diagnostics to meet the specific needs of the relevant caseload. 	<p>The post holder will have:</p> <ul style="list-style-type: none"> • Hydrotherapy experience. • RDA/Hippotherapy experience
<p>Integrity & decision making</p>	<ul style="list-style-type: none"> • Make informed decisions based on the best available information while taking into account the context and situation within which the decision is being made. 	
<p>Service delivery & initiative</p>	<ul style="list-style-type: none"> • Apply the skills, knowledge and ability to deliver a quality based service on an ongoing basis. 	
<p>Building & Maintaining Working Relationships</p>	<ul style="list-style-type: none"> • Positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • Demonstrate competency in written and verbal communication skills. • Participate in clinical supervision to ensure the maintenance of clinical service standards and assuring quality. 	
<p>Teamworking</p>	<ul style="list-style-type: none"> • Realise the importance of teamwork and how as a team member their contribution is effective. • Build credibility and portray the profession in a positive light by being professional and well 	

	informed to achieve results and improve the service.	
Special Aptitudes	<ul style="list-style-type: none"> • Access to transport. • Flexibility. • Proactive approach to overall performance. • Willingness to embrace service development and change. 	

Terms & Conditions:

- Responsible to:** Children's Disability Network Manager (CDNM).
- Probation:** A probationary period of six months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
- Salary:** The current salary scale for this post is €39,993 to €53,279 pro rata per annum.
- Annual Leave:** Annual leave entitlement is 32 days pro rata per annum and proportionately less for less than 12 months service.
- Pension Scheme:** Enable Ireland operates a contributory pension scheme which all employees may join on earlier of 1st July or 1st January following start date.
- Medical:** The successful candidate will be required to undergo a medical assessment.
- Garda Clearance/
Police Clearance:** These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons.
- Sick Pay:
(if applicable)** All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 9 months continuous service with the Company sick pay will be as follows:
Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period.
- Redeployment:** In exceptional circumstances, the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.