

Job title	Intellectual Disability Nurse (Residential Services)
Closing Date	
Proposed Interview Date(s)	
Taking up and Maintaining Appointment	Appointment subject to Three Steps mandatory training and compliance checks, satisfactory references and reference checks, Garda vetting, overseas police checks where applicable, verification of qualifications, and confirmation of current nursing registration and professional requirements.
Location	A nominated Three Steps Residential Centre; travel between centres, to head office, training, meetings and health services may be required.
Reporting relationship	Centre Manager / Deputy Centre Manager for residential operations and day-to-day service coordination; professional clinical accountability and nursing supervision arrangements to be confirmed by Three Steps before issue. Work collaboratively with Team Leaders on shift.
Hours and roster	Working hours and shift requirements to be confirmed by Three Steps. Flexibility is required to meet the clinical and care needs of children, young people and adults in residential services; participation in evenings, weekends or on-call arrangements only where specified in the agreed contract/roster.
Purpose of the role	To provide safe, compassionate, evidence-informed nursing support to children, young people and adults with learning disabilities and associated health needs living in Three Steps residential centres. Working as part of the residential multidisciplinary team, the nurse will assess and monitor health, develop and review person-centred nursing plans, promote health and independence, support appropriate access to primary, secondary and specialist services, and help Social Care Workers and Healthcare Assistants deliver each resident's Programme of Care. Clinical decisions must remain within the nurse's registration, competence, scope of practice and agreed organisational policies.
Key relationships	Residents and their families/representatives; Centre Managers, Deputy Centre Managers and Team Leaders; Social Care Workers and Healthcare Assistants; GPs, pharmacists, acute hospitals, community and specialist learning disability services; allied health professionals; mental health services; safeguarding professionals; advocates and external regulators as appropriate.
Principal Duties and Responsibilities	Main Duties Working as part of the residential team and at all times in accordance with applicable Three Steps policies, professional nursing standards and relevant safeguarding and care requirements: 1. Residential nursing care and wellbeing 1. Complete holistic nursing assessments on admission and when needs change, including physical health, mental health, communication, sensory needs, mobility, nutrition, continence, sleep, pain, epilepsy and risks. 2. Co-produce and review individual nursing care plans and health action plans with residents and those involved in their care, ensuring consistency with the residential Programme of Care. 3. Promote residents' rights, dignity, choice, participation, independence, inclusion and access to appropriate age activities and community life.

	4. Monitor and respond to changes in health status, escalate concerns promptly and organise timely medical advice, urgent assessment or emergency transfer when indicated. 5. Support access to GPs, annual health checks, hospital and specialist appointments, making reasonable adjustments and providing information in accessible formats. 6. Support safe medicines management, including assessment, administration where authorised, storage, documentation, monitoring of treatment effects and escalation of medication concerns, in line with policy and professional requirements. 7. Develop, implement and review epilepsy care plans where relevant; maintain seizure records, observe response to treatment, and liaise with specialist clinicians. 8. Support positive behaviour approaches and person-centred risk management, recognising distress, communication needs and the potential impact of physical or mental ill health. 9. Promote nutrition, hydration, infection prevention, healthy lifestyles, sleep, personal care and preventative healthcare in partnership with residents and the care team. 10. Provide sensitive support around physical/sensory disability and complex health needs and arrange appropriate multidisciplinary input; perform clinical interventions only when appropriately trained, authorised and clinically indicated. 2. Care practice, safeguarding and clinical governance 1. Work with centre management and key workers to ensure nursing support is reflected in, and does not conflict with, each resident's Programme of Care and assessed needs. 2. Undertake, record and review clinical and behavioural risk assessments and associated management plans; contribute to safe responses to incidents and emergencies. 3. Identify and act promptly on safeguarding concerns, disclosures, complaints, abuse or neglect involving a child or adult, using the relevant Three Steps procedures and statutory pathways. 4. Follow applicable consent, decision-making, capacity and advocacy requirements, recognising that the governing framework depends on the resident and jurisdiction; seek specialist advice when needed. 5. Use accurate, timely and confidential nursing records, handovers, incident reports and outcome measures within the systems approved for Three Steps centres. 6. Participate in professional meetings, care reviews, multi-agency assessments, placement planning and meetings about health needs, risks or transition to greater independence or aftercare. 7. Advocate for accessible, equitable health care; communicate effectively with family members and outside professionals while respecting confidentiality and consent. 8. Contribute nursing input to clinical audits, quality improvement, regulatory inspection readiness, incident learning, complaints investigations and improvement plans. 9. Identify when an individual's needs exceed a centre's clinical capacity and escalate to centre management and the appropriate clinical decision maker without delay. 10. Apply appropriate infection prevention, medication safety, fire safety, health and safety and emergency procedures. 3. Supporting and developing residential care practice 1. Provide advice and practical guidance to Social Care Workers, Healthcare Assistants and Team Leaders about the health needs and planned interventions of residents. 2. Identify training needs for residential colleagues, contribute to training in areas such as epilepsy, medication awareness, communication, behaviour support and monitoring health changes, and assess competence only where authorised. 3. Offer clinical supervision, mentoring and support to junior nurses, students or other staff only where formal responsibilities and professional governance permit.
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	4. Participate in shift handovers, team meetings, professional supervision, mandatory training, continuous professional development and reflective practice. 5. Maintain Nursing and Midwifery Council registration, professional competence, accountability and evidence-based practice as applicable to the nurse's registration. 6. Work collaboratively and respectfully with colleagues; appropriately challenge unsafe practice and escalate unresolved clinical or safeguarding concerns. 7. Protect resident information and Three Steps documentation and comply with data protection and confidentiality procedures. 8. Maintain organised working areas and clinical equipment, report defects and help ensure equipment is available, appropriate and safely used. 9. Work flexibly across relevant services where authorised, accounting for professional boundaries, travel requirements and the needs of the residential setting. 10. Carry out other reasonable nursing duties consistent with the role, registration and residential service needs.
Eligibility Criteria / Qualifications and experience	Person Specification – Residential Community Nurse (Learning Disabilities) Essential: professional registration and training 1. Current registration as a nurse (RNLD, RMN or RGN/RN as appropriate to the agreed role); verification of registration and right to practise. 2. Relevant nursing qualification and evidence of ongoing continuing professional development. 3. Ability to practise safely within professional code, scope of practice and residential nursing governance arrangements. 4. Clinical knowledge of learning disabilities, holistic nursing assessments, care planning, medicine safety, health facilitation and clinical deterioration. 5. Knowledge and practical application of child protection and adult safeguarding requirements relevant to the residential population. 6. Ability to assess and manage risk, respond to incidents and complaints and participate in multi-agency meetings. 7. Ability to support individuals with sensory or physical needs and behaviour that may be challenging, aggressive or unpredictable. 8. Good written and spoken English, effective record keeping, IT skills, prioritisation and multidisciplinary communication. Desirable: experience and specialist capability 1. Previous experience practising at Band 5 or equivalent level in learning disability, mental health, community or residential nursing. 2. Teaching, clinical assessor or mentoring qualification equivalent to ENB 998, where relevant. 3. Experience providing supervision, mentoring or education for care teams and students. 4. Experience with epilepsy management, complex health needs, positive behaviour support, accessible information and reasonable adjustments. 5. Experience of residential care, children and young people, disability support, care reviews, clinical governance or service development. Personal qualities and aptitudes 1. Compassion, respect, empathy, commitment to quality and a non-judgemental approach. 2. Ability to work on own initiative while collaborating effectively with centre staff and external professionals.

	3. Good judgement, problem-solving, creative thinking, effective management of competing demands and commitment to lifelong learning. 4. Ability to integrate clinical knowledge into practical plans and to contribute ideas for safer, more person-centred residential care.
Skills, Competencies and/or Knowledge	Nursing assessment and evaluation; health promotion; medicines management; epilepsy care; clinical risk assessment; safeguarding of children and adults; positive behaviour support; person-centred and accessible communication; multidisciplinary coordination; supervision and mentoring; infection prevention; clinical documentation; incident reporting; professional accountability and quality improvement.
Other Requirements Specific to the Post	Able to work flexibly to meet residents' needs and participate in the agreed residential roster. Eligible to work in Ireland and fulfil any driving requirements specified for the post; the Three Steps Social Care Worker template refers to a full, clean manual driving licence. Travel and the exact nursing requirements must be confirmed prior to advertisement.
Competition Specific Selection Process	Competency-based interview (in line with the Three Steps template); registration and qualifications to be verified.
Shortlisting	Candidates may be shortlisted based on their CV and/or application form against the requirements of this residential nursing post.
Confirmation of Acceptance	I have read and understand the role as outlined, and I commit to delivering it to the best of my ability. Name: _____ Signature: _____ Date: _____