



THE NIGHTINGALE AGENCY LIMITED



#JOB-2411715



Multiple Locations



No of positions : 2



Paid Position



39 hours per week



50000.00-85000.00 Euro Annually



11/09/2025



09/10/2025

How to apply

Application Method :

Please apply to the vacancy by the following means:

Email : recruit@tnpa.ie



Open your camera
app & point here
to view this ad
online



Person In Charge (PIC)

Application Details

In order to work in Ireland a non-EEA National, unless they are exempted, must hold a valid employment permit. Please review the [Eligibility and requirements for an employment permit](#) if you are unsure of your eligibility to apply for this vacancy.

Job Description

Multiple Locations :

- Co. Kildare,
- Co. Wicklow,

Location: Residential Services for Individuals with Autism Spectrum Disorder (ASD) and Intellectual Disability (ID)

Role Summary:

The Person in Charge (PIC) is responsible for the overall management, leadership, and governance of the residential service, ensuring the provision of high-quality, person-centred care for individuals with ASD and ID. They oversee compliance with HIQA regulations, lead the staff team, manage resources, and promote a safe, supportive environment that enhances the well-being and independence of residents.

Key Responsibilities:

Governance, Leadership and Service Management

Provide strategic leadership to ensure the delivery of high-quality, person-centred residential services.

Ensure full compliance with HIQA regulations, the Health Act 2007, and all other relevant legislation.

Develop and implement policies, procedures, and best practices in line with regulatory requirements.

Conduct regular audits, self-assessments, and quality improvement initiatives.

Act as the Designated Person in Charge under HIQA, ensuring effective governance structures.

Resident Welfare and Person-Centred Support

Oversee the development, implementation, and review of Individualised Care Plans (ICPs) to meet residents' unique needs.

Foster a therapeutic and low-arousal environment to support residents with ASD and ID.

Ensure all supports are trauma-informed, promoting well-being, dignity, and quality of life.

Work collaboratively with multidisciplinary teams, families, and external professionals.

Staff Management and Development:

Ensure adequate staffing levels, rostering, and workforce planning.

Regulatory Compliance and Quality Assurance

Ensure the service meets HIQA's Residential Standards for Disability Services.

Lead in the preparation for HIQA inspections, addressing findings and implementing corrective actions.

Ensure timely and accurate reporting of incidents, complaints, and safeguarding concerns.

Implement audit systems to review documentation, care plans, and risk assessments.

Financial and Resource Management

Essential Qualifications and Experience:

A Level 7 or 8 qualification in Social Care, Nursing, Psychology, Occupational Therapy, or a related field.

Minimum of 3-5 years of management experience in a residential or disability service.

In-depth knowledge of HIQA regulations, the Health Act 2007, and disability service standards.

Experience in budget management, staff leadership, and strategic planning.

Training in Positive Behaviour Support (PBS), crisis intervention, and safeguarding is an advantage.

- **Sector:** human health and social work activities

Career Level

- Managerial