

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Title	Mental Health Clinician (Social Worker)
Reports to	Team Leader, Ngā Tai Oranga
Location	Wellington
Department	MHAIDS Ngā Tai Oranga
Date	17-09-2026
Salary band (indicative)ⁱ	\$79,014 - \$112,965
Children's Worker roleⁱⁱ	No

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role at Ngā Tai Oranga is to:

Provide high quality liaison, support, and information to clinicians working with tāngata whaiora with significant distress intolerance, emotion dysregulation, and interpersonal difficulties that impact on their day-to-day life. This includes, and is not limited to, coordinating the development of Whole of Service Response Plans (WSRPs), facilitating consultations (e.g., formulation, treatment planning, clinical plans for risk), providing supervision, and delivering education that enable mental health services to provide psychologically-informed care management and therapy.

Provide evidence-based therapeutic interventions including Dialectical Behaviour Therapy (DBT), second opinion assessments, and group work. Our aim is to support the significant others and whānau of tāngata whaiora, ensuring that their needs are met in a culturally, clinically, and legally safe manner.

Key Result Area	Expected Outcomes / Performance Indicators
Therapeutic Interventions	Deliver evidence-based therapies, particularly Dialectical Behaviour Therapy (DBT).
Consultation, Supervision, and Recommendations	Provide high quality, evidence-based information and recommendation, both orally and in written form.

Teaching and Education	Deliver the Ngā Tai Oranga teaching programmes.
Collaboration	Maintain collaborative relationships with tāngata whaiora, kaimahi, and whānau, as well as both internal and external stakeholders.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	- Supports efforts to improve access to services and achieve better outcomes for the communities we serve. - Uses evidence and insights to identify barriers and opportunities for improvement. - Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	- Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. - Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. - Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	- Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. - Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. - Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	- Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. - Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. - Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
- Other Districts and Regions (Whanganui, Mid-Central, Hawke's Bay, and Tairāwhiti) - Consumer advocates & agencies - Whānau	- Clinical Lead - Operations Manager - Team Leader - Administration - Director of Allied Health

• NGO providers/services • Primary Care • Corrections and Justice staff department	• Professional Leader for Social Work • Learning and Development Team • Allied Health Educator • Tāngata Whaiora • Inpatient and Community Multi-Disciplinary Teams • Māori and Pacific Health Units • Lived Experience Team • MHAIDS Quality Team • Other MHAIDS teams
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About you – to succeed in this role

You will have

Essential:

- Registration with the Social Workers Registration Board New Zealand (SWRB NZ).
- A current Annual Practicing Certificate (APC) and scope appropriate to place of work.
- Demonstrates an understanding of the significance of and obligations under Te Tiriti o Waitangi and impact of colonisation, including how to apply Te Tiriti principles in a meaningful way in the social worker role.
- A commitment to achieving equitable outcomes for Māori.
- Understanding about the impacts of poverty, discrimination and minority stress.
- A professional commitment to ongoing learning and development.
- High level of knowledge, understanding and experience working with, treating, and assessing personality disorders, complex PTSD, and other co-morbid difficulties.
- Knowledge and understanding of the relevant legislation, standards and guidelines. These include and are not limited to: Health Practitioners Competence Assurance (HPCA) Act 2003, and Health and Disability Services Consumers' Code of Rights <http://www.hdc.org.nz/the-act-code/the-code-of-rights>
- Teaching and presentation skills.
- Ability to work alongside other mental health clinicians to provide expertise.
- Ability to practice in a manner consistent with established ethical and clinical practices standards as provided by professional bodies.
- Effective oral and written communication.
- Experience in working effectively in an emotionally challenging and changing environment.
- Experience in working effectively in a multi-disciplinary environment.
- Understanding and experience in positive and clinically indicated risk taking.

- Strong skills recognising and managing risk in a clinical environment.

Desired:

- Demonstrate proficiency in Dialectical Behaviour Therapy (DBT).
- Experience in facilitating groups and working with families would be advantageous.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Attained sufficient work experience, clinical competence, and confidence to work independently as a clinician interacting with tāngata whaiora and other service providers (internal and external).

Desired:

- Capacity to understand and incorporate information rapidly, and provide succinct summaries and recommendations.

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.