

Position Description

Position	Staff Radiation Therapist
Team / Service	Radiation Treatment
Group	Blood, Cancer, and Palliative Care
District	Capital, Coast & Hutt Valley
Responsible to	Team Leader – Radiation Therapist
Children’s Act 2014	This position is classified as a children’s worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from the Wellington Regional Hospital campus

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

Mana whakahaere	Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
Mana motuhake	Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
Mana tāngata	Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
Mana Māori	Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Mission

Working together for health and wellbeing.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Radiation Treatment Service Perspective

Radiation Oncology sees over 1700 new patients per annum. The unit's technology base is predominately Varian with 3 fleet-matched TrueBeams (using Aria v16.0) in addition to an HDR Brachytherapy (HDRBT) unit, and a superficial x-ray unit, all supported by a wide bore CT scanner. The HDR BT unit is in a dedicated suite with an advanced procedure room to allow insertion under anaesthesia within the department. Access to MRI and a fully networked radiation treatment patient management system supports the service. Wellington is a training facility for oncology registrars, radiation therapists, and medical physicists. There is a research unit within the wider Wellington Blood and Cancer Centre to support a wide-range of local, national and international studies and clinical trials.

Purpose of the role

Radiation Therapists (RTs) are integral members of the multidisciplinary team at the Wellington Blood & Cancer Centre, working together to deliver safe, accurate, and compassionate radiation treatment to patients. RTs are involved across the full treatment pathway — from localisation, planning, and delivery, through to patient education, assessment, and ongoing support.

Beyond direct patient care, RTs contribute to service development, quality improvement, and clinical education, while also supporting colleagues through leadership, collaboration, and knowledge-sharing. RTs are expected to take part in training and in-service programmes, as well as participate in the on-call and shift roster.

All Radiation Therapists employed by Te Whatu Ora – Capital, Coast & Hutt Valley must hold registration with the New Zealand Medical Radiation Technologists Board (MRTB) and maintain a current Annual Practising Certificate as a Registered Radiation Therapist.

This position description outlines the general nature and level of responsibilities for this role. It is not an exhaustive list of duties, and employees may be required to undertake other tasks as needed to support the service.

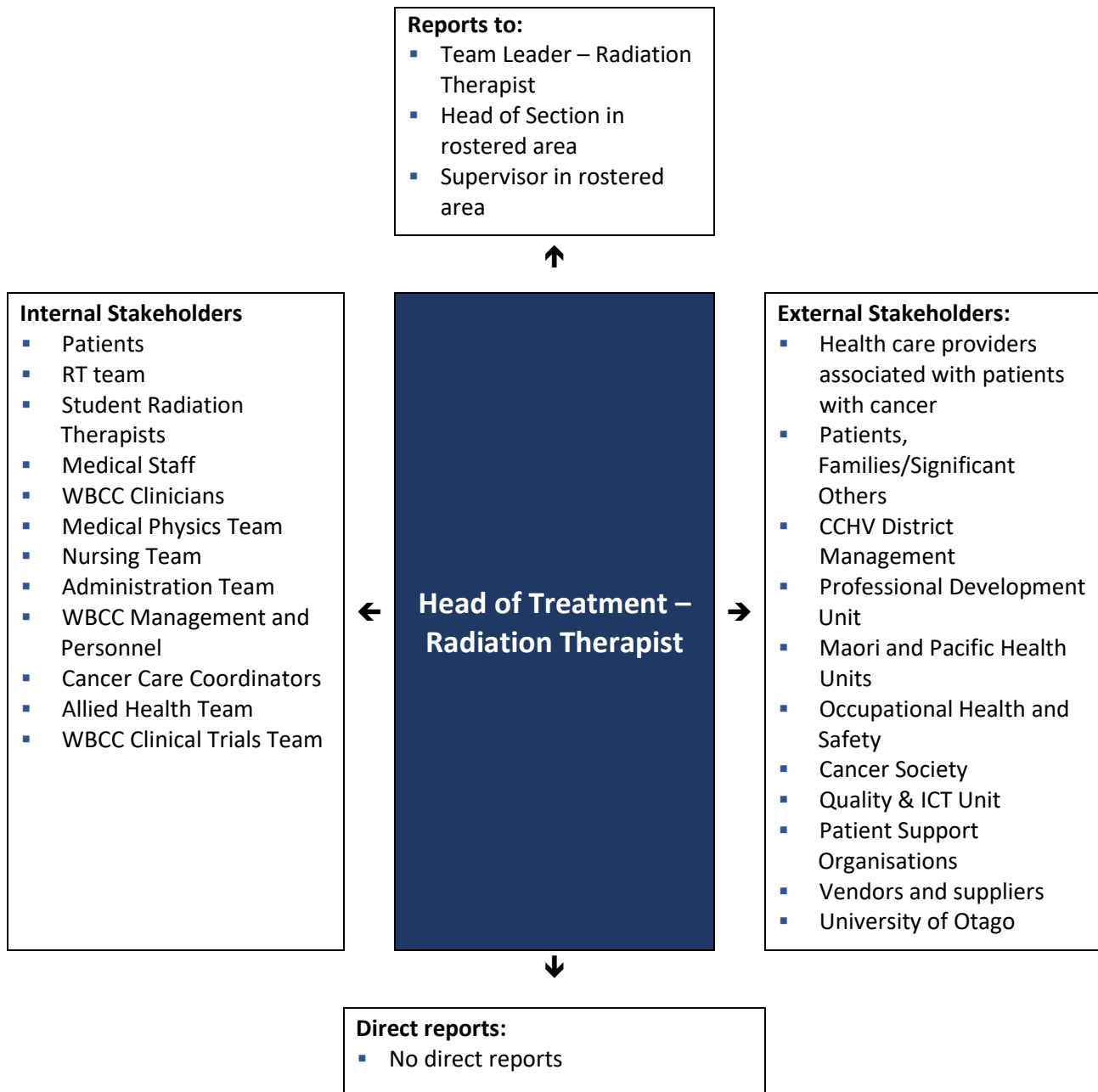
Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. Provision of a pre-treatment and treatment radiation therapy service	<ul style="list-style-type: none"> • Delivers accurate, efficient, and well-documented simulation, planning, mould room, and treatment procedures. • Provides safe, high-quality care that supports optimal health outcomes for patients and their whānau. • Applies both theoretical knowledge and clinical experience to ensure evidence-based decision-making. • Adheres to all WBCC policies, National Radiation Laboratory (NRL) codes of practice, and MRTB professional standards and registration requirements. • Communicates clearly, respectfully, and compassionately with patients, whānau, and members of the multidisciplinary team.
2. Professional practice and education	<ul style="list-style-type: none"> • Demonstrates effective organisation and prioritisation skills, managing multiple tasks to achieve high-quality outcomes. • Uses time, equipment, and resources efficiently to support safe and effective patient care. • Maintains clear, accurate, and accessible documentation and records. • Supports Team Leaders and Section Heads in monitoring and upholding high standards of professional practice. • Actively engages in ongoing professional development and encourages growth and learning within the team. • Maintains a current Annual Practising Certificate (APC) with the MRTB and upholds required core competencies.
3. Stakeholder engagement	<ul style="list-style-type: none"> • Builds positive, respectful, and effective relationships with colleagues, patients, whānau, and external stakeholders across all levels of the organisation. • Establishes rapport and trust to support collaboration and high-quality care. • Communicates with diplomacy, tact, and cultural awareness in all interactions. • Manages challenging or high-tension situations calmly and constructively, maintaining focus on solutions and shared outcomes.
4. Continuous service improvement, innovation, and risk minimisation	<ul style="list-style-type: none"> • Actively contributes to a culture of continuous improvement, fostering shared learning and cohesive approaches across the service. • Identifies opportunities for enhancement and collaborates with colleagues and stakeholders to co-design innovative solutions that meet the evolving needs of patients, whānau, and the wider health system. • Participates in risk identification, mitigation, and reporting activities to ensure safe, high-quality care and service delivery.
5. Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Works in genuine partnership with Māori patients, whānau, colleagues, and stakeholders to uphold Te Tiriti o Waitangi obligations and advance equity in health outcomes. • Ensures equity goals for Māori are embedded in service planning, performance monitoring, and quality improvement initiatives.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> Actively develops and demonstrates cultural competence, fostering inclusion, partnership, and a culturally safe environment for patients and staff.
6. Health & Safety	<ul style="list-style-type: none"> Ensures all Health & Safety obligations under relevant legislation are met and promotes a culture where safe practice is standard in all activities. Actively supports and models compliance with Health & Safety policies and procedures, encouraging and enabling colleagues to do the same. Contributes to maintaining a proactive safety culture, supported by effective systems and continuous improvement. Ensures external providers and contractors are aware of, and have processes in place to meet, their health and safety responsibilities.

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Interpersonal Savvy	<ul style="list-style-type: none"> • Builds positive, constructive relationships across all levels of the organisation and with patients, whānau, and external stakeholders. • Establishes rapport and trust, fostering collaboration and team cohesion. • Communicates with diplomacy, tact, and cultural awareness. • Handles high-tension or challenging situations calmly and constructively. • Shares knowledge and expertise to support colleagues and the wider team.
Organising	<ul style="list-style-type: none"> • Manages multiple tasks and priorities effectively to achieve high-quality outcomes. • Allocates time and resources efficiently, meeting deadlines consistently. • Maintains clear, organised documentation and information. • Adapts to unexpected challenges and remains solution-focused.
Planning	<ul style="list-style-type: none"> • Accurately scopes and plans tasks and projects, setting clear objectives and goals. • Breaks work into logical steps and anticipates potential problems or roadblocks. • Monitors progress and evaluates outcomes against goals, adjusting plans as needed.
Decision Quality	<ul style="list-style-type: none"> • Makes informed, timely decisions using a combination of analysis, experience, and professional judgment. • Balances risk, impact, and efficiency when determining the best course of action.
Problem Solving	<ul style="list-style-type: none"> • Applies rigorous logic and critical thinking to identify effective solutions for complex challenges. • Investigates all relevant sources of information and identifies underlying issues. • Thinks beyond the obvious and evaluates options thoroughly before acting.
Quality & Innovation	<ul style="list-style-type: none"> • Delivers work to a high standard, ensuring it meets professional and organisational expectations. • Proactively seeks opportunities to improve processes, services, and patient outcomes. • Explores and trials new ideas, incorporating feedback and lessons learned. • Commits to continuous professional learning and development.
Communication	<ul style="list-style-type: none"> • Listens actively and seeks to understand others' perspectives. • Communicates clearly, assertively, and diplomatically in both routine and challenging situations. • Builds trust and credibility quickly with colleagues, patients, and stakeholders. • Negotiates effectively, resolves conflicts constructively, and demonstrates good timing and judgment in communications.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Demonstrated experience working with linear accelerators, superficial X-ray units, CT scanners, and 3D treatment planning systems.

- Experience supervising, teaching, and mentoring students and/or new graduate Radiation Therapists.
- Proven ability to deliver safe, effective, and patient-centred radiation therapy across the treatment pathway.
- Strong interpersonal and communication skills, with a caring and empathetic approach to patients, whānau, and colleagues.
- Able to assess patient needs and provide appropriate care, support, and education to patients and their significant others.
- Skilled at identifying challenges and formulating practical, effective solutions.
- Committed to maintaining high professional standards and ongoing competency.
- Able to build and sustain positive relationships across a diverse range of stakeholders within a multidisciplinary environment.
- Exercises initiative, sound judgment, and adaptability in decision-making and daily work.
- Self-motivated and able to work independently or collaboratively within a team.
- Actively contributes to the development and adherence of quality assurance systems and safe practice standards.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Qualification recognised by, and registration with, the New Zealand Medical Radiation Technologists Board in the Radiation Therapy scope of practice.
- Holder of a current New Zealand Annual Practising Certificate (APC) for Radiation Therapy.
- Commitment to ongoing professional development and continuous learning.

C. Someone well-suited to the role will place a high value on the following:

- Values and fosters strong relationships with all stakeholders, both internal and external.
- Promotes a “**one service, one team**” culture, supporting a collaborative and inclusive work environment.
- Contributes to a positive, light-hearted, and enjoyable workplace culture.
- Open-minded and adaptable in response to change and unforeseen challenges.
- Committed to continual self-improvement, professional growth, and supporting the development of others.

D. Other:

- A commitment and understanding of the Te Tiriti o Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- Proficiency in using technology within the workplace.

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

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