

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	Consultant Radiation Oncologist (Senior Medical Officer)
Reports to	Clinical Leader – Radiation Oncology
Location	Wellington, Porirua, Lower Hutt and Masterton
Department	Radiation Oncology, Blood, Cancer and Palliative Care Service – Medicine, Cancer and Community Directorate, Capital, Coast & Hutt Valley
Date	Sept 2026
Salary band (indicative)ⁱ	As per ASMS SECA
Children's Worker roleⁱⁱ	Yes

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 is to:

Carry out the duties of a Radiation Oncologist, providing quality care to patients and ensuring that services are provided in an efficient and cost-effective manner, as part of the integrated Wellington Blood and Cancer Service.

Key Result Area	Expected Outcomes / Performance Indicators
Ensure patients receive radiation and oncology care and support and get the best possible health outcome	- Assessment, investigation and treatment of patients. - Admission and discharge of own patients, through the care of the registrar. Shares in the care of patients admitted to Oncology treatment and Palliative Care, undertakes all necessary ward rounds and directs the assessment, investigation and treatment appropriate to each patient. Clinical services are specialist-led. - Reviews the clinical decisions of junior medical staff and is responsible for the ratification and/or modification of orders as appropriate. - Carries out treatment, utilising appropriate treatment methods, as new techniques are developed. - Works to improve efficiencies within the service as a whole.

	• Reviews patients with junior medical staff on a regular basis when on site, and provides ward rounds as defined in the weekly timetable, in negotiation with the Oncology Team. • Manages patients as outpatients or day-stay patients where possible and appropriate; inpatients are managed under the direct clinical responsibility of the employee or on a consultative basis with or for other specialist groups. • In partnership with other members of the team, ensures that patients receive care that is integrated, appropriate and cost-effective. • Undertakes all necessary rounds, patient reviews and follow-up care. • Conducts outpatient clinics to assess new referrals and follow up existing radiation oncology patients, documenting assessment, intentions, treatment and outcome. • Participates in the on-call roster for Radiation Oncology Services. • Liaises with the on-call roster co-ordinator regarding availability; if acutely unwell or in an emergency, notifies the responsible member of the department to arrange cover for on-call as well as routine care. • Co-ordinates leave with other members of the team to provide least disruption to the service and hands over care appropriately during leave; notifies the Clinical Unit Leader/Manager of any change immediately. • Is available by phone or tele-pager for consultation within 30 minutes and in person within 2 hours. • Ensures that protocols and policies relating to the clinical management of patients are developed and used; keeps GPs informed of patients' progress; acts as a Radiation Oncology clinical expert. • Uses and complies with Capital, Coast & Hutt Valley clinical pathways, protocols and procedures. • Complies with the requirements of the Medical Council of New Zealand and the Royal Australian and New Zealand College of Radiologists (if applicable). • Acknowledges the individual differences and needs of patients, including the right and requirement to give informed consent, the Code of Rights and the Privacy Act. • Ensures that patients and their authorised representatives are kept informed of the patient's current condition, the treatment being received, the overall plan and the expected outcome.
Continuous Quality Improvement Actively contribute to continuous quality improvement activities within the service.	• Regularly reviews own, department and MDT protocols to keep practice current with international standards. • Maximises continuing medical education opportunities. • Identifies improvement opportunities and notifies the manager/Clinical Leader of these. • Participates in the service's quality improvement and audit activities. • Provides good patient/client service and is responsive to patient/client requests or complaints.

	Complies with standards and works to improve patient/client satisfaction.
Risk Minimisation Actively contribute to risk minimisation activities within the service.	- Identifies risks and notifies the manager/Clinical Leader of these. - Participates in the service's risk minimisation activities. - Complies with the Capital, Coast & Hutt Valley Reportable Events policy and other policies and procedures. - Participates in audits.
Health & Safety Comply with responsibilities under the Health and Safety at Work Act 2015.	- Has read and understood the health and safety policy and procedures, and actively supports and complies with them. - Uses protective clothing and equipment as required. - Actively participates in the hazard management and identification process. - Proactively reports and remedies any unsafe work condition, accident or injury.

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 to your manager

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

Relationships

External	Internal
• GPs • Clinical staff from other hospital and health services • Appropriate community agencies • Professional bodies • Ministry of Health • Cancer Control Agency (Te Aho o Te Kahu) • Patients	• Consultants in the department and external to WBCC • RMOs (resident medical officers) • Allied Health Professionals, in particular Radiation Therapists and Medical Physicists • Nursing staff • Administrative staff • Management staff

About you – to succeed in this role

You will have

Essential:

- Qualified in the specialty of Radiation Oncology.
- Fellow of the Royal Australian and New Zealand College of Radiologists (Faculty of Radiation Oncology), or suitable for vocational registration with the Medical Council of New Zealand in the specialty of Radiation Oncology.
- Current practising certificate from the Medical Council of New Zealand.
- Holds medical insurance and complies with the CPD requirements of the Medical Council of New Zealand (which accepts the RANZCR CPD programme).
- Experienced Consultant Radiation Oncologist, with experience of 3D planning and protocol management.
- Strong IT skills, including the MS Office suite and financial systems; places a high value on building and developing high-performing teams, promoting a positive and collaborative team environment, and continuous improvement.

Desired:

- Current international or New Zealand driver's licence.

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.

Desired:

- Demonstrate interpersonal savvy, sound organising and planning, decision quality, problem solving, and skilled negotiation, consistent with the role's capability profile.

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.