

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 Dermatologist
Reports to	Clinical Leader, Dermatology (Clinical matter) Operations Manager (Operational matters)
Location	Wellington Region – Wellington Hospital, Hutt Hospital and Kenepuru Hospital
Department	Dermatology
Date	July 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:

To provide consulting services and cooperative participation for the Dermatology team to facilitate provision of appropriate high quality service to the patients that come under his/her care, in accordance with resources made available by Te Whatu Ora – Capital, Coast and Hutt Valley. He/she commits to maintaining a collaborative and collegial professional environment.

The Dermatology Service is responsible for providing comprehensive dermatological services for patients domiciled within Capital, Coast and Hutt Valley. Capital, Coast and Hutt Valley provide collaborative care with equivalent services within the district from within neighbouring hospitals.

The Dermatology Service provides collegial leadership in achieving specific annual targets and outcomes in identifying and implementing service development initiatives. The Dermatology Service SMO staff work with the Operations Manager, Clinical Leader and Clinical Director who are responsible for the service leadership and management including budgeting, resourcing and oversight of contract achievement.

The medical (or dental) practitioner is required to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with best practice and relevant ethical and professional standards and guidelines, as determined from time to time by:

- the New Zealand Medical Association's code of ethics;
- the practitioner's relevant medical college(s) and/or professional association(s);
- the New Zealand Medical (or Dental) Council;
- the Health and Disability Commissioner; and
- the employer's policies and procedures except to the extent that they may be inconsistent with any other provision of this Agreement.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Responsibility	• Delivery of clinical care to patients requiring Dermatology services. • Patient information and informed consent. • Staff and patient relations
Resource and Activity Management	• Contributes within the service to setting of agreed activity targets. • Contributes to meeting agreed activity targets
Strategic Planning	• Contribution to the Service's strategic plan.
Professional Development	• SMOS have agreed development plans. • Networks developed to learn from beyond the Service and the learning is applied.
Teamwork	• Constructively engages as a member of the Dermatology Service.

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
- Patients and whānau - Other Consultants (within & outside the organisation) - GPs/Primary Health Providers	- Dermatology Consultant - Colleagues - SMO Colleagues - Nurse Practitioner - Outpatient Staff - Nursing, Support / Allied health and admin staff - Dermatology RMOs and trainees - Booking Centre - Clinical Director - Operations Manager

About you – to succeed in this role

You will have

Essential:

- Vocationally registered as a Medical Practitioner with the Medical Council of New Zealand or eligible for registration with the Medical Council to enable practice within the Organisation's area.
- Holds a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Specialist Registration.
- Proven knowledge of modern skills and techniques of Dermatology practice.

Desired:

- Has demonstrated a high standard of clinical care,

management and time management skills.

- Demonstrated teaching skills in respect of junior medical staff, other staff, patients and their whanau.
- Ability to work effectively within a service and organisation committed to continuous quality improvement and to achieving accreditation.

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.
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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.