

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 Medical Oncologist
Reports to	Clinical Lead Medical Oncology, Operations Manager
Location	Wellington Region – Wellington, Kenepuru, Hutt, Masterton Hospitals
Department	Medical Oncology
Date	August 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:

The incumbent shall carry out the duties of a Medical Oncologist providing quality care to patients, ensuring that the services provision is provided in an, efficient and cost-effective manner.

The keys areas of focus for the Medicine, Cancer and Community Directorate are:

- To lead and develop new models of care as well as new ways of working across the health system between primary, community, and secondary care settings.
- To participate in the collaboration with Hutt Valley and Wairarapa district to establish wider regional clinical services
- To strengthen a quality and patient safety culture through an effective clinical governance framework
- The establishment of sustainable work force models within the directorate
- To ensure improved financial performance in line with the District's financial recovery plan.
- To participate in the Integrated Collaborative Care priorities as they relate to the Directorate and support the provision of better, sooner, more convenient services across the wider region.

The Directorate oversees five operational areas:

- Blood & Cancer, Pharmacy and Palliative Care Services
- Regional and Ambulatory services
- Medicine, Acute flow and Emergency services
- Kenepuru, Kapiti and Community Services
- Radiology Services

The Wellington Blood & Cancer Centre (WBCC) incorporates the specialties of Medical Oncology, Radiation Oncology and Clinical Haematology into an integrated regional and supra-regional blood and cancer service.

Patients reside in the Wellington, Wairarapa and Kapiti Coast regions. Supra- regional services extend beyond these boundaries to cover the MidCentral region and Nelson-Marlborough.

Ambulatory care forms the main focus of WB&CC's patient activities and represents some 70% of the contracted workload.

Services provided in the WBCC include specialist consultation and treatment for referred medical oncology, radiation oncology and haematology patients and 24 hour acute clinical assessment and inpatient care. The Centre has an active Clinical Research Unit currently participating in 42 clinical studies

Key Result Area	Expected Outcomes / Performance Indicators
Ensure patients receive oncology care and support and get the best possible health outcome.	• The employee shall share in the care of patients admitted to Medical Oncology. He/she shall undertake all necessary ward rounds and clinics to direct the assessment, investigation and treatment appropriate to each patient and shall be responsible for the admissions and discharges. • Clinical services shall be specialist led. • Work to improve efficiencies within the service as a whole. • In partnership with the other members of the team, ensure that patients receive care that is integrated, appropriate and cost effective. • Undertake all necessary rounds and patient reviews and follows up care in negotiation with the Medical Oncology Team. • Patients will be managed where possible and appropriate, as outpatients or day stay patients. Inpatients are to be managed under the direct clinical responsibility of the employee or on a consultative basis with or for other specialist groups. • Be an Oncology clinical expert. • Utilises and complies with District's clinical pathways, protocols and procedures. • Acknowledges individual difference and needs of patients and their, including the right and requirement to give informed consent, the Code of Rights and Privacy Act. • Keep GP's informed of patient's progress. • Ensure that the patient and their authorised representative are kept • informed of the patient's current condition, the treatment being received, the overall plan and the expected outcome •

Education and Training	- Actively contributes to oncology education and training of both community and hospital staff - Provides clinical supervision to junior medical staff.
Research	Actively contributes to research programs underway in the department.
Continuous Quality improvement	- Identifies improvement opportunities and notifies the manager of these. - Participates in the service's quality improvement activities. - Provides good patient/client service and is responsive to patient/client requests or complaints
Risk Minimizations: Actively contributes to risk minimization activities within the service	Identifies risks and notifies the Manager of these.

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
• GP's • Clinical Staff from other medical specialities • Charge Nurse Manager of inpatient wards • Appropriate Community Agencies • Professional Bodies • Whanau Care Unit • Radiology • Pharmacy • Patient Administration Services	• Operations Manager, Blood, Cancer, Pharmacy and Palliative Care • Group Manager, Blood, Cancer, Pharmacy and Palliative Care • Consultants in Wellington Blood and Cancer Centre • Junior Medical Staff • Nurse Manager, WBCC • Charge Nurse Manager Ward 5 North • Clinical Nurse Specialists, Medical Oncology • Allied Health Professionals • Nursing Staff of ward 5 North and WBCC • Administrative Staff • Clinical Research Unit Staff

About you – to succeed in this role

You will have

Essential:

- Be fully qualified to practice in the specialty of Medical Oncology, with vocational registration from the Medical Council of New Zealand or eligibility for registration as a specialist medical oncologist
- Current practicing certificate from the Medical Council of New Zealand
- Current New Zealand Drivers License

Desired:

- Subspecialty expertise in melanoma, lung cancer, sarcoma or head and neck cancer would be advantageous, although not required.

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.