Health New Zealand
Te Whatu Ora

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	Cardiac Sonographer
Reports to	Charge Cardiac Sonographer
Location	Wellington
Department	Cardiology

Date	14/07/2026
Salary band (indicative)[i]	Apex Sonographer MECA step 2-5
Children's Worker role[ii]	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 Cardiac Sonography team works collaboratively with cardiologists, nurses, medical radiation technologists, physiologists, administrative staff, and support teams to deliver a high-quality, efficient, and patient-centred service for both inpatients and outpatients.

The primary responsibility of the Cardiac Sonographer is to perform echocardiographic investigations, with the potential to undertake additional competencies within cardiac Sonography scope. Paediatric Echocardiography scanning experience preferred. The role is inherently patient focused and requires the consistent maintenance of high professional and ethical standards. Participation in an on-call roster and shared clinical overtime may be required to support service delivery.

The role requires a comprehensive understanding of ultrasound technology, anatomy and physiology, diagnostic interpretation, bio-effects, quality assurance and clinical and organisational responsibilities.

Ongoing education and professional development are essential to maintain competency and expertise. The Cardiac Sonographer is expected to develop in-depth knowledge of all technical and support tasks, participate in training activities, and contribute to service improvement. Additional duties, including limited administrative tasks, may be required to meet operational needs. While primarily based at Wellington Regional Hospital, flexibility to work across other Te Whatu Ora sites may be required.

Appointment to this role requires current registration or eligibility to register with the Medical Radiation Technologists Board (MRTB) in the Sonographer – Cardiac scope of practice and a valid Annual Practising Certificate.

Key Result Area	Expected Outcomes / Performance Indicators
High Quality Diagnostic Testing	• Ensure all Echocardiograph recordings are accurate, complete and of the highest diagnostic quality possible • Consistently demonstrates competence in accordance with MRTB standards and all other relevant professional requirements within their scope of practice. Current Annual practicing Certificate (APC) • Adheres to departmental policies, procedures, and clinical practice guidelines. • Maintains a patient-centred approach, ensuring high-quality care and a positive patient experience. • Appropriately identifies significant or urgent pathology and escalates findings promptly to the Imaging Registrar and/or Cardiologist for further review and management. • Testing work and related tasks are performed in a timely manner • Efficient service delivery
Maintaining Equipment & Supplies & Service	• Equipment, supplies and testing rooms and team areas are maintained and stocked • Maintains current knowledge of correct technical operation of equipment, working within written operational guidelines/procedures • Contributes positively to equipment maintenance & cleaning programmes • Ensures equipment is maintained in good working order

Education	• Maintains education standard of a Cardiac Sonographer by • Participates in ongoing professional development • Maintains CPR Skills • Active involvement in departmental & relevant external education and training sessions • A willingness to contribute to clinical teaching and supervision and to share knowledge through feedback and staff development activities • Provides clinical supervision to junior colleagues
Maintaining Professional Standards	• Complies with the MRTB and other relevant Codes of Conduct • Maintains own knowledge of latest developments in the field of Cardiology • Participates in personal performance management process in accordance with DHB policies and procedures • Performs other tasks within scope of practice as requested by the Charge Sonographer
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 to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Cardiac Physiologists Sonographers & trainees in other districts	• Cardiac Physiologists • Cardiac Techs • Cath Lab • Operational Manager • Cardiac Sonographers/ Trainees • CMU staff • Ward staff • Admin

About you – to succeed in this role

You will have

Essential:

- A minimum of 2 years' experience as a Cardiac Sonographer and work independently
- Completion of a Graduate Diploma (DMU/QUT) or a postgraduate Diploma in Health Sciences (Cardiac Ultrasound) or an alternative MRTB – recognised Cardiac Sonographer qualification.
- Current registration with MRTB as a Sonographer (Cardiac scope) including a valid Annual Practising Certificate (APC
- Excellent communication skills with a sound understanding of privacy, consent, and health legislation.
- Demonstrates initiative, professionalism and effective time management, with ability to work independently and as part of a team

- A willingness to contribute to clinical teaching and supervision and to share knowledge through feedback and staff development activities

Desired:

- Ability to Independently scan Paediatric /Adult congenital Heart disease patients

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.