Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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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 Haematologist (Stem Cell Transplant)
Reports to	Clinical Leader – Haematology
Location	Wellington, Porirua, Lower Hutt & Wairarapa
Department	Haematology Department
Date	September 2026
Salary band (indicative)[i]	As per ASMS SECA
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:

As a Consultant Haematologist, you'll play an important role in providing high-quality, compassionate care to patients with both malignant and non-malignant haematological conditions. The role includes the opportunity to work across allogeneic and autologous stem cell transplantation, as well as a broad range of haematology services.

You'll work collaboratively with colleagues across the service to deliver safe, effective and patient-centred care, while contributing to the ongoing development of a high-quality, efficient and sustainable haematology service.

The Clinical Haematology service provides care for patients with malignant and non-malignant haematological disorders including acute and chronic leukaemias, lymphomas, myeloma, myeloproliferative and myelodysplastic disorders, haemostasis and thrombosis conditions, and autoimmune haematological diseases.

Our service provides autologous and allogeneic stem cell transplantation and works closely with national partners, including the Malaghan Institute of Medical Research, to support clinical research and emerging cellular therapies such as CAR-T treatment.

Capability Profile

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

Competency	Behaviours
Commitment to Health and Independence Improvement Goals	• Is committed to the values and goals • Is committed to continuous learning and performance development. • Encourages the development of all team members.
Teamwork	• Develops constructive working relationships with other team members • Has a friendly manner and a positive sense of humour • Works cooperatively - willingly sharing knowledge and expertise with colleagues • Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments • Supports in word and action decisions that have been made by the team • Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community
Quality and Innovation	• Provides quality service to those who rely on one's work • Looks for ways to improve work processes - suggests new ideas and approaches • Explores and trials ideas and suggestions for improvement made by others • Shows commitment to continuous learning and performance development
Work Approach	• Is results focussed and committed to making a difference. • Plans and organises own workload, allocating time to priority issues, meeting deadlines and coping with the unexpected. • Adjusts work style and approach to fit in with requirements.

	• Focuses on quality improvement and customer satisfaction. • Perseveres with tasks and achieves objectives despite obstacles.
Communication	• Listens with a preparedness to understand. • Is confident and appropriately assertive in dealing with others. • Deals effectively with conflict.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• Provide specialist haematology assessment, investigation and treatment for inpatient and outpatient services, ensuring high-quality, patient-centred care and optimal health outcomes. • Lead the clinical management of haematology patients including admissions, ward rounds, outpatient clinics, treatment planning, discharge and follow-up care. • Provide expert specialist autologous and allogeneic transplantation care to patients, and be actively involved in transplant service development, both at a local and national level • Supervise and support junior medical staff, reviewing and ratifying clinical decisions and providing clinical leadership within the service. • Work collaboratively with the multidisciplinary team to ensure care is integrated, appropriate and efficient, with patients managed as outpatients or day-stay where clinically suitable. • Participate in regional outpatient clinics and outreach services for assessment of new referrals and ongoing management of haematology patients. • Participate in the haematology on-call roster and laboratory roster, providing specialist advice and support to laboratory services. • Ensure compliance with district clinical pathways, protocols, and policies, and contribute to their development and continuous improvement. • Maintain effective communication with patients, whānau and primary care providers, ensuring patients are informed about their condition, treatment and care plans in accordance with the Code of Rights and relevant legislation.
Education and Training	• Actively contribute to haematology education and training of junior doctors and nursing staff. • Undertakes teaching sessions/courses for registrars, house surgeons, nurses and paramedical staff. • Provides clinical supervision to junior medical staff
Continuous Quality Improvement	• Actively contribute to Continuous Quality Improvement activities within the service. • 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. • Complies with standards and works to improve patient/client satisfaction.
Risk Minimisation	• Actively contributes to risk minimisation activities within the service. • Identifies risks and notifies the manager of these. • Participates in the service's risk minimisation activities. • Complies with the District's Reportable Events policy and other policies and procedures. • Participates in audits.
Occupational Health & Safety	• Complies with responsibilities under the Health and Safety at Work Act 2015. • Has read and understood the Health & Safety policy and procedures. • Actively supports and complies with Health & Safety policy and procedures. • Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of 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

- 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 Hospital Services • Appropriate Community Agencies • Professional Bodies • Health Ministry	• Clinical Leader - Haematology • Key relationships within service: • Patients • Charge Nurse Managers • Senior Medical Officers • Junior Medical Staff • Operations Manager Cancer, Renal, Palliative Care and Pharmacy • Clinical Director, Cancer • Allied Health Professionals • Nursing Staff • Administrative Staff • Management Staff • Laboratory

About you – to succeed in this role

You will have

Essential:

- Vocational registration in Haematology or eligibility for vocational registration in the speciality with the Medical Council of New Zealand
- Completed requirements for FRACP or equivalent or be fully qualified to practice in the speciality of Clinical Haematology, with vocational registration from the Medical Council of New Zealand or equivalent
- Malignant haematology experience including recent experience as an stem cell transplant physician or recent completion of a stem cell transplant fellowship (essential)
- Demonstrates team leadership skills and the ability to motivate people.
- Interpersonal skills include sensitivity to issues of others.
- Evaluation and analytical skills – an evaluative, logical and systematic approach.
- Communication skills – both orally and in writing – articulate and persuasive.

- Demonstrates a broad and balanced perspective – can adopt a lateral approach, a receptive to and sharing of ideas, keeping a sense of proportion and identifying when things are not quite right.
- Able to make decision under pressure.
- Personal organisational skills – structures, organised and methodical, making good use of time.
- Ability to prioritise activities and needs.
- Accounts for off-campus time incurred in performance of duties.
- Able to cope with stressors of work such as the pressure and frustration arising from competing demands.
- Self-motivated – has energy, drive and enthusiasm, and shows initiative and a willingness to work hard.
- Self insight and integrity – realistic confidence in one's knowledge and achievements, fundamental honesty to oneself and others.
- Alerts management to any potential conflicts of interest.
- Ability to work as a team member
- Culturally safe
- Professional demeanour
- Current New Zealand Drivers Licence or recognised international drivers 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.
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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.