

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	Senior Medical Officer - Obstetrician and Gynaecologist
Reports to	Combined Clinical Lead, Women's Health Service Operations Manager, Women's Health Service
Location	Wellington – Wellington Regional Hospital, Kenepuru Hospital
Department	Women's Health Service
Date	August 2026
Salary band (indicative)ⁱ	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 Obstetrician and Gynaecologist is required to provide and supervise the care and management of acute and non-acute patients allocated to him/her within a multidisciplinary team environment. This will be conducted in accordance with the policies and guidelines of Capital, Coast and Hutt Valley District. The Consultant Obstetrician/Gynaecologist will support and lead junior medical staff within the service. They are required to work collaboratively with team members to provide services in assessment, diagnosis, treatment and follow-up of patients referred.

Key Result Area	Expected Outcomes / Performance Indicators
To provide the highest standard of patient focused, evidence based care	- Working in partnership with the rest of the team to ensure the provision of a high standard of services to women/babies and their families in and inpatient and outpatient setting. - Assessment and treatment including surgical interventions are instigated based on best practice outcomes for the patient and appropriate prioritisation. - Assessment, treatment and management plans are appropriate, clearly documented and auditable. - Research and study is undertaken as necessary to ensure treatment plans meet needs of individual patients.

	• A high standard of professionalism is maintained when dealing with patients, caregivers and whānau.
To support the care of women their families/whānau within a multidisciplinary team	• Actively supports multi-disciplinary models of care • Maintains close working relationships with Lead Maternity Carers radiology, pathology etc. • Actively participates in multi-disciplinary team meetings for the purpose of assessment, planning and implementing treatment • Consults and liaises with other professionals involved with the woman and family if necessary • Provides education to midwives and nurses as appropriate • Participates in team meetings, case conferences and clinical reviews • Uses clinical opportunities to enhance knowledge of all members of the multi-disciplinary team.
To provide a quality service in accordance with Women's Health Service objectives and within the available resources	• Diagnostic and practical expertise meets the standards of the service • Ethical standards and codes of conduct are applied • The goals of the service are actively supported • Clinical audits are of acceptable standard, regularly done and recommendations instituted • Work is performed in collaboration with team members, medical colleagues, nurses and other health professionals involved in on- going management of the patient • Allocated sessions, clinics, reporting times are used efficiently and effectively to reach output targets and objectives of the annual business plan • Harmonious working relationships are maintained with staff and individuals • Timely advice is provided to the Combined Clinical Lead, and Operations Manager for Women's Health, on trends in speciality, predicted needs and future developments to provide input to strategic and operational plans • Assists with the provision of statistics, reports and service data.
To be a resource and/or consultant to Capital, Coast and Hutt Valley and the wider community	• Provides sound developmental obstetric and gynaecological advice when requested to other health professionals • Provides reports for police, coroner, legal, ACC, etc as required • Is an identified resource within the Wellington community
To initiate and participate when appropriate in research approved by Capital, Coast and Hutt Valley District Ethics Committee and as requested by or negotiated with	• Any Clinical research is completed and ethical guidelines followed • Formal approval of the Capital, Coast and Hutt Valley Ethics Committee will be sought for a research undertaken or involvement in therapeutic trails, which will be conducted in assistance with other ethics committees' protocols.

the Clinical Head of Department	
To participate in training undergraduate, medical and allied health staff	• An active role is taken in teaching sessions/courses for Medical, Nursing and Allied Health staff • Take responsibility for supervising the work of junior medical staff and medical students where required, and, as appropriate, for other health professionals involved in the management of the women • Participates in training medical staff undertaking training in Obstetrics and Gynaecology in accordance with the Royal Australasian New Zealand College of Obstetricians and Gynaecologists and candidates for the Diploma of Obstetrics
To actively contribute to Continuous Quality Improvement activities within the service	• Participates a culture of continuous improvement. • Identifies improvement opportunities and notifies Combined Clinical lead and Operations Manager for Women's Health • Participates in audit activities relating to the maintenance of clinical standards and quality improvement for the service • 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 • Adheres to and assists with further development of protocols, guidelines and practice standards pertaining to the Women's Health Service and wider organisation.

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
• [Lead Maternity Carers (LMC's) • General Practitioners • Senior Medical staff or staff from other districts • Staff or other health providers • Appropriate community agencies • Professional bodies • Te Whatu Ora • Universities]	• [Group Manager • Women's and Children's • Chief Medical Officer • Chief Midwife • Other CHODs and SMOs • within the hospital • Directors of Medicine and • Surgery • All staff within the • Medical and Surgical • Services • Clinical support staff • Women and their whānau • Other Healthcare • providers

About you – to succeed in this role

You will have

Essential:

- Applicants must be registered in New Zealand or hold qualifications entitling them to registration.
- Applicants require a Fellowship of the Royal Australian New Zealand College of Obstetricians and Gynaecologists, or an equivalent postgraduate qualification allowing registration as a Specialist Obstetrician and Gynaecologist with the Medical Council of New Zealand.

- RANZCOG Advances training Modules (ATM) or similar international qualification in advanced antenatal care, Fertility or other ATM that may compliment the skill mix of the current SMO staff.
- A proven track record in providing advanced antenatal, intrapartum and postnatal care and the ability to manage acute gynaecology presentations is essential.
- An interest in, or experience in a leadership role is desirable.
- Past experience would be desirable, although we welcome applications from new or experienced RANZCOG Fellows eligible for Vocational Registration and Specialist International Medical Graduates (SIMGs).
- Eligibility for Specialist Registration in Obstetrics and Gynaecology
- Medical Practitioners are 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 Council
 - The New Zealand Medical Association's Code of Ethics
 - The Royal Australasian New Zealand College of Obstetricians and Gynaecologists
 - The Health and Disability Commissioner
 - Privacy Act (1993) and Health Information Privacy Code (1994)
- You will be expected to take part in out of hours "on call" roster. At present the SMOs typically are onsite during 0800-1600 followed by on call between 1600-0800 during typical 24 hours.
- The on call SMO is required to remain immediately contactable and available to attend the hospital as needed (within 20 minutes)

Desired:

- [Demonstrate a high degree of clinical skill
- Knowledge of current issues within the specialty area
- Proven ability to participate in a multidisciplinary team environment

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 leadership capability and a commitment to service development and quality improvement Demonstrate]

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.