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	Clinical Nurse Specialist
Reports to	Group Manager
Location	Ratonga Rua o Porirua Campus
Department	Rangipapa
Date	05/11/2026
Salary band (indicative)[i]	HNZ NZNO / PSA Collective Agreement
Children's Worker role[ii]	No

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 CNS is a broad role which works across the organisation wherever whaiora intersect with a service's, to ensure continuity of care and best practise standards are applied by the nursing workforce. In addition, they provide expertise and specialty advice as required throughout the organisation. This role will work across the continuum of health care contributing to the multi-disciplinary team (MDT) with the aim of improving nursing practices and achieving equitable health outcomes.

Quality improvement is an important priority. The CNS will provide leadership across clinical environments to identify and support practice improvements and the implementation of evidence-based practice.

Supporting change implementation is an important aspect of this role. The environment is one of continuing change. The CNS role needs to be an advocate for the organisation's strategic direction and change programme providing leadership that enables and supports the change.

The Clinical Nurse Specialist (CNS) working in mental health, addiction and Intellectual Disability services must actively reflect on their work and practice, they will work in ways that enhance the team to support the recovery of service users.

The RN will respond to the changing needs of the DHB, performing other tasks as required. The RN is expected to contribute to the implementation of District and nursing goals and

values, and to promote Te Whatu Ora – Health New Zealand Capital, Coast and Hutt Valley as a center of excellence for nursing practice.

To provide specialist nursing care and expertise, both in direct and care delivery and in support to other staff in the management of defined patient group/area of practice. To research, evaluate, develop and implement standards of nursing practice in the specific area of practice. The nurse specialist leads the development of pathways, protocols and guidelines in the specific area of practice.

Key Result Area	Expected Outcomes / Performance Indicators
Professional responsibilities	• Accepts responsibility for ensuring that their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements; • Demonstrates the ability to apply the principles of Te Tiriti O Waitangi | The Treaty of Waitangi to nursing practice; • Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses, nurse assistants and others; • Promotes an environment that enables safety, independence, quality of life, and health for the person and whānau receiving care; • Practices nursing in a manner that the person and whānau determine as being culturally safe. •
Management of nursing care (nurses involved in education)	• Promotes an environment that contributes to ongoing demonstration and evaluation of competencies • Integrates evidence-based theory and best practice into education activities • Participates in professional activities to keep abreast of current trends and issues in nursing •
Interpersonal relationships	• Establishes and maintains effective interpersonal relationships with others, including utilising effective interviewing and counselling skills and establishing rapport and trust. • Communicates effectively with the health care team, including using a variety of effective communication techniques, employing appropriate language to context and providing adequate time for discussion.
Leadership	• Contribute to the high performance of the specialty and maintain an organisation and service wide profile • Lead nursing practice audits and support the development of evidence based clinical practice • Challenge clinical practices and seek resolution • Lead development of nursing workforce to become robust contributors to case presentation, care planning and reviews at multi-disciplinary team meetings • Ensure 90% of Nurses are on PDRP • Participate in nursing recruitment and career/succession planning initiatives • Contribute to the management of performance issues • Contribute to achievement of strategic direction for defined speciality •
Clinical Expertise	• Provide quality advice in complex clinical issues across settings and disciplines

	• Provide ongoing advice on a range of areas (e.g., clinical assessment, active support, role modelling, medication administration, physical health monitoring) • Initiate regular opportunities to collaborate with service area staff to review clinical practice and outcomes • Take responsibility for providing ongoing expert advice, support and collaboration to ensure nursing practice is consistent with model of care • Active participant in the clinical governance group

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.

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Relationships

External	Internal
• Director of Nursing • Professional Development Unit • Maori and Pacific Health • Other DHV Speciality Teams • Tertiary Education Providers • Professional Bodies / Organisations	▪ [Cultural Advisors/ Kaumatua ▪ Director of Nursing (Professional Reporting) ▪ Associate DoN, MHAIDS ▪ Consumer and Family Advisors ▪ Site Co-Ordinator, MH NESP ▪ Team Leaders ▪ Clinical Co-Ordinators ▪ Nursing Team ▪ Other Nurse Educators/Specialists ▪ Clients/Patients and families ▪ Student nurses ▪ Wider MDT members ▪ Other MHAIDS Operations/Group Managers

About you – to succeed in this role

You will have

Essential:

- Registration with Nursing Council of New Zealand (NCNZ)
- A current Annual Practicing Certificate (APC) and scope appropriate to place of work
- Completion of an undergraduate (leading to registration) or post graduate program in mental health nursing.
- Minimum or three years Mental Health, Addiction or Intellectual Disability nursing experience.
- Expert (or equivalent) on PDRP, and A personal commitment to on-going learning and development including attainment/maintenance of PDRP
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Desired:

- [Demonstrates an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in the nursing role
- A commitment to achieving equitable outcomes for Māori
- Knowledge of national and local reviews/polices/strategies that inform the direction of mental health, addiction and intellectual disability services
- Knowledge of contemporary nursing professional development strategies
- Proven experience in facilitating and managing change at a local level
- Knowledge of quality improvement processes and principles including managing projects.
- Knowledge and understanding of the relevant legislation, standards and guidelines
- full drivers licence

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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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Desired:

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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.