

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	Kaitohu-kakano whakauru / Cultural Clinical Educator
Reports to	Learning and Development Manager
Location	Porirua/Wellington/Hutt Valley and Wairarapa
Department	MHAIDS
Date	28/07/2026
Salary band (indicative)ⁱ	Designated AH Educator or Senior Nurse
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 Kaitohu-kakano whakauru / Cultural Clinical Educator plays a critical role in ensuring quality mental health service delivery to tangata whaiora and whānau, via the co-ordination and provision of culturally relevant learning and development programmes for MHAIDS staff, and cultural consultation and advice to other educators.

The primary focus of the role is bicultural, via the application of Te Tiriti o Waitangi and accepted Māori frameworks to everyday clinical practice, and knowledge about access to local cultural expertise and resources.

The Kaitohu-kakano whakauru will also oversee the delivery of a range of multi-culturally relevant programmes, designed to enhance clinical service provision for Pasifika, and all culturally and linguistically diverse (CALD) client groups within the service.

The Kaitohu-kakano Whakauru works with others to support the strategic direction of MHAIDS training by ensuring that equity is appropriately considered and incorporated into training of MHAIDS staff.

Key Result Area	Expected Outcomes / Performance Indicators
Leadership	Lead by example to champion and drive MHAIDS education and training initiatives through a cultural lens

	• Lead and promote evidence-based clinical practice and to introduce practice innovation • Works with Director, Māori and Māori equity leads in privileging and championing Māori models and Māori worldview to ensure that MHAIDS workforce is practicing in a culturally appropriate manner • Work with the relevant professional leaders to maintain and monitor professional practice standards • Leading and promoting best practice in professional development
Education, Teaching and Research	• Assess and develop culturally relevant training programmes in response to the needs of MHAIDS. • Support ongoing education for both MHAIDS staff, students and community partners • Initiate, develop and deliver MHAIDS training programmes that are up to date, relevant and best practice informed • Identify and support the development programmes that are in response to policy, protocols and guidelines relevant to MHAIDS. • Coordinate a schedule of programmes, aligned to the core learning & development calendar and identified staff requirements; • Work with others within the service including the lived experience team to co-develop and coordinate programme content and delivery, including preparation of materials and resources; • Plan and prepare all aspects of programmes in a professional, methodical and timely fashion. • Update existing programmes to meet changing requirements, aligned to our processes for planning, review, and implementation.
Strategic Planning	• Contribute as required and as appropriate to the Mental Health, Addiction & Intellectual Disability Service's education and training Plans • Collaborate with stakeholders to explore and implement better ways of working. • Initiate, monitor and implement educational initiatives across MHAIDS, ensuring alignment with broader organisational strategy and goals
Professional Development	• Maintains own professional practice an annual practicing certificate • Involvement in advance studies

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
• [Relevant providers of education and training • Workforce groups who are supporting cultural training and workforce development • Hauora Māori providers • Refugee and migrant and other culturally relevant external agencies and groups	• Kaumatua Kaunihera • Director Māori • MHAIDS L&D team, and other educators/ trainers delivering culturally relevant programmes • MHAIDS Māori and Pasifika teams • MHAIDS Operations managers, professional leaders and team leaders • HNZ staff

About you – to succeed in this role

You will have

Essential:

- Health practitioner qualification required with current APC
- Recognised adult teaching qualification or working towards this
- a very strong emphasis on cultural understanding – your own and others – and the value that differing perspectives bring to our work.
- The ability to engage with cultural diversity in healthcare contexts, and translate this to effective mental health and addictions practice;
- In-depth knowledge and understanding of Te Ao Māori, Te Tiriti o Waitangi, Tikanga and Māori models of health and wellbeing;
- Experience designing and delivering healthcare-related programmes;
- Ability to develop effective working relationships with a diverse range of people

Desirable:

- Excellent planning and time management skills
- Competent in written and verbal communication

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 excellent planning, time management, and organisational skills
- Be able to build effective relationships and consultation with key people and groups;
- Evidence experience in MDT teaching

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.