

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	Allied Health Professional Leader CCHV - Dietetics
Reports to	Professional accountability to Director Allied Professions
Location	This position is expected to work from multiple locations across the district
Department	Office of the Chief Allied Health, Scientific & Technical - Capital, Coast & Hutt Valley District
Date	12/08/2026
Salary band (indicative)	PSA AHST HNZ Collective - Salary band D
Children's Worker role	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:

Provide professional leadership for the Dietetic profession, with a focus on workforce development, safe and high quality care, outcomes focussed practice and integration that supports strategic development and organisational priorities. The Professional leader:

- Provides leadership for the respective discipline in relation to clinical practice, ensuring that the highest standards of practice based on research evidence is consistently delivered across all relevant areas, sites and settings of care.
- Will have a strategic mindset that aligns with our district vision and leads delivery of future vision for the profession.
- Partners with allied health, other professions' clinical leadership and operational leadership across all Groups within Capital Coast & Hutt Valley District to achieve the agreed outcomes, and work within a clinical governance framework under the direction of the CAHST Office/Directors Allied Professions and relevant professional bodies.
- Ensures professional codes of conduct, codes of ethics, codes of practice and competencies specified by the relevant professional bodies are known and

adhered to by clinicians within the profession, including that satisfactory practice standards are delivered.

- Contributes to decision-making partnerships with key stakeholders internally and externally and strategically lead and develop effective strategies and action plans that will achieve optimum efficiency and standards of practice across the organisation in the relevant discipline to meet priorities.
- Provides professional and clinical leadership in the development of Models of Care (MoC) enabling innovation and creativity in the profession.
- Will advise and consult on profession specific and inter-professional practice workforce development, skill mix and career pathways.
- Will develop opportunities for clinicians to build clinical leadership experience especially those in designated roles.
- Works collaboratively across sites and settings to ensure engagement and communication with operational managers, team leaders and clinical staff regularly, proportional to the workforce distribution.
- Is responsible for oversight and governance of clinical assurance activities and ensure efficient administrative monitoring processes are in place. Support operational leadership to action implementation, delivery and management of such activities in a consistent and timely manner.
- Ensures clear written expectations, in the form of policies and guidelines, that govern services provided by the relevant discipline and meet organisational promises.
- Ensures equity of service provision and our obligations to Te Tiriti o Waitangi.
- Champions workforce development, models of practice and systems that address inequitable access, treatment and outcomes for Māori. Support frontline clinical staff in providing optimum standards of practice in a way that demonstrates patient/family/whānau centred care, cultural awareness and aligns with our values.
- Work collaboratively with other Professional Leaders including holding portfolios to collectively deliver against organisational priorities.

Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

The Dietetics Professional Leader works in a collective team of Professional Leaders for Physiotherapy, Occupational Therapy, Social Work, Dietetics, Speech Language Therapy and Psychology across District, teams, settings and sites. This role is part of the Chief Allied Health, Scientific & Technical office. The Dietetic Professional Leader guides and supports the Dietetics profession to improve outcomes for patients and whānau, working closely with operational partners to deliver our District wide vision and support the organisation to meet health targets and strategic priorities.

Key Result Area	Expected Outcomes / Performance Indicators
Leadership & Management	• Provides strategic leadership for Dietetic matters, including advice to the CAHST/ Directors of Allied Professions and Technical and other leaders as required. • Represents the Dietetics profession (and wider AHST professions as required) through active participation in relevant local, sub-regional, regional and national forums. • Identifies risks, completes mitigation plans, communicates risks to others and escalates as appropriate. This may include providing advice to services across the organisation. • Identifies and communicates issues and trends affecting Dietetics practice to relevant managers and other leaders and takes appropriate action and/or escalates as required. • Provides professional expertise, if required to managers in recruitment of Dietetics staff. • Contributes to workforce planning for the profession (across services and / or the sub region), and in collaboration with managers identifies future workforce needs for the profession, inclusive of strategies for recruitment, retention, succession planning and career development. • Demonstrates an awareness of health inequalities and supports workforce and service initiatives that contribute towards reducing these inequalities • Creates and fosters a culture for continuous quality improvement • Develops strategies for increasing the number of Māori and Pacific Dietitians in the workforce, to enable alignment to the population served, • Identifies and supports the development of emerging Dietitian leaders within the workforce for the profession and the organisation. • Actively promotes and supports staff to work using an integrated approach across the continuum of care, promoting person centred practice. • Develops and maintains a dialogue with relevant professional bodies and agencies to highlight issues and opportunities in relation to professional practice. • Works in partnership with managers to address performance issues and/or complaints where Dietetics staff are involved, including reporting to registration boards or equivalent as required. • Provides timely and accurate reports as required. • Presents a credible and positive profile for the profession both internally and externally.

	• Ensures own and profession's compliance with organisational policies and procedures, particularly those that pertain to professional practice. • Contributes to relevant certification and accreditation activities.
Clinical Practice	• Where the role has a clinical component, demonstrates practice that meets the clinical pillar expectations of Advanced Clinician allied health professional level roles or greater. • Takes responsibility for providing clinical leadership in Dietetics including providing clinical advice, support and guidance to team members. • Works in partnership with managers to ensure staff are working within their scopes of practice as per registration board, professional association or organisational policy expectations. • Demonstrates current understanding of the philosophy and theory underpinning Dietetics practice. This includes exploring emerging theories of practice and the application of inter-professional working within the New Zealand healthcare system. • Promotes effective communication among Dietitians in order to share expertise and information. • Promotes culturally safe / bicultural practice and competency for Dietitians working with patient/clients and whānau. • Works to identify and support opportunities for Dietetics advanced clinical practice which will provide benefits in line with Pae Ora (Healthy Futures) Act 2022 and health priorities.
Teaching & Learning	• Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional body requirements. • Completes applicable training for effective delivery of the role. • Participates in own annual performance review and associated clinical assurance activities. • Participates in professional supervision in line with the organisation's requirements and/or professional body. • Works with Director Allied Professions -Workforce Development to oversee student schedules for the profession, and works with managers in facilitating placement of students. • Develops and maintains effective working relationships with teaching institutions, inclusive of providing recommendations for curriculum development, sharing information on practice changes, and working in partnership to enhance workforce readiness of graduates. • Facilitates and advocates for professional development opportunities for Dietetics that can be enabled with agreed impacts on service delivery. • Utilises workforce plans to ensure that learning and development solutions are in place for Dietetics to support service delivery.

	• Ensures supervision and mentoring systems are in place, working well and are utilised. • Supports and encourages the profession and other health professionals in developing collaborative inter-professional learning opportunities (across professions, services, districts & sectors).
Service Improvement and Research	• Develops and monitors clinical assurance activities for the profession (oversight and governance) and makes recommendations for change where indicated, in collaboration with Director Allied Professions. • Identifies and supports opportunities for innovative clinical practice in Dietetics in collaboration with others, which will provide benefits aligned to the Pae Ora (Healthy Futures) Act 2022 and health priorities. • Drives changes in practice and/or models of care, in line with evidence based practice (where available), research evidence and audit activity aligned with the strategic direction of the profession and organisation. • Actively leads profession to monitor, review and adapt practice where evidence does not support current practice including the cessation of practice that does not align to the principles of the Pae Ora (Healthy Futures) Act 2022 and health priorities. • Champion the Dietetics profession to pursue research and knowledge-building required for practice improvement. • Establishes working partnerships with consumers, other services / external organisations to promote safe and integrated working that improves the outcomes and experience of patients / clients • Ensures profession specific (and inter-professional) protocols, pathways and policies are developed, maintained and aligned with evidence based practice. Where appropriate seeks out, shares and develops these across services to promote integration and consistency in service delivery for patients/clients across the region. • Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement service improvements as appropriate. • Practises in a way that utilises resources (including staffing) in the most sustainable and cost effective manner. • Awareness of and complies with all legislative, contractual and employment requirements as applicable to the role (e.g. Privacy Act 2000, Children's Act 2014, Health & Safety at Work Act 2015, ACC service specifications etc.)

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.

Culture and People Leadership

- Provides visible, effective leadership that aligns people, resources, and effort to organisational priorities and outcomes.
- Builds high-performing teams through coaching, development, succession planning, and a commitment to continuous learning.
- Creates an inclusive and engaging workplace where people are supported to contribute, grow, and succeed.
- Builds trusted relationships with stakeholders and works collaboratively to deliver sustainable outcomes.
- Fosters a culture of accountability, innovation, and continuous improvement, ensuring people and organisational performance support strategic objectives.
- Champions values-based leadership and promotes a positive organisational culture that supports wellbeing, performance, and service excellence.

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.
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Relationships

External	Internal
• Relevant Professional Board and Association • Tertiary Education Providers • Regional & National Leaders networks • Health Providers working in Community/Primary Care • Consumers • Iwi, Rūnaka and Māori providers • Pacific providers (NGOs, PHOs) • Unions	• Team Leaders/Operational Managers • Other Professional Leaders • Clinical staff • AHST Leadership Team • Group Managers • Medical Clinical Directors and Leaders • Nursing Directors and designated nursing roles • People & Communications • Māori Health team • Pacific Health unit • Organisational Culture & Development • Centre of clinical excellence and Quality team • Other Districts, particularly those within the region • Other relevant Health NZ staff/ or contracted staff

About you – to succeed in this role

You will have

Essential:

- Qualification that ensures registration with the Dietitians Board of New Zealand and hold a current annual practicing certificate
- Expectation of at least 6 years practice working in a health or other relevant setting.
- Advanced clinical experience and knowledge. Desirable for this to be across a range of settings (e.g. hospital and community).
- Demonstrated leadership skills or potential.
- Experience of leading, motivating and developing others.
- Demonstrated commitment to quality, safety and clinical governance.
- Experience in collaborative inter-professional practice.
- Evidence of on-going professional development.
- Knowledge of, and familiarity with, other health services including the differing paradigms in which they deliver health services.
- Demonstration of research and practice development.
- A current full NZ driver's licence with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).

- Proficiency in using technology within the workplace.
- Excellent communication skills and collaborative ability.

Desired:

- Member of Professional Association - for professions with annual practicing certificates.
- Relevant Post graduate Qualification(s) or working towards.

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.
- Demonstrate research and practice development.
- Deliver high quality care for the patient/client/whanau.
- Enjoy working across teams and services – providing mentoring and expert advice.
- Be innovative and have an ability to influence.
- Make good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgment.
- Apply the notion of partnership and participation with Māori within the workplace and the wider community.