

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 Leader
Reports to	Clinical Director, Regional Forensics & Rehabilitation Inpatient Services
Location	Porirua
Department	Mental Health, Addictions & Intellectual Disability Service
Date	August 2026
Children's Worker roleⁱ	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 functions of the Clinical Leader role are diverse, but include providing leadership in relation to clinical matters, ensuring the maintenance of an effective clinical governance structure, implementation of quality and patient safety improvement measures, addressing complaints and medico-legal matters, oversight of recruitment to key clinical positions, ensuring that credentialing of medical staff occurs and providing support and advice when concerns are raised regarding the working conditions, performance, conduct, or health of clinicians.

The Clinical Leader leads their service in partnership with the Operations Manager. Together, they will be responsible for all activities required to drive and sustain a tāngata whaiora and whānau centred culture, in which the values of our organisation are lived and realised.

The Clinical Leader reports to the Clinical Director for the Regional Forensic and Rehabilitation Inpatient Service (RFRIS) and supports them to develop and implement high quality and sustainable clinical services within the Service. The Principal Clinicians operating within the service report to the Clinical Leader.

The Clinical Leader RFRIS Services works in collaboration with the Senior Medical Officers and medical workforce, Allied Health Professional Leads/Experts, Cultural Leaders, Service Kaumatua and Whaea, Lived Experienced Advisors, Associate Nurse Director, Clinical Nurse

Specialist, Team Leaders, Service Educator and relevant internal and external stakeholders, to implement and maintain high quality and sustainable clinical services consistent with the Regional Forensic and Rehabilitation Inpatient Services Model of Care.

The Clinical Leader is a key contributor to both the senior leadership group and the Service Clinical Governance Group. The Clinical Leader has a mandate to drive best practice across clinical teams and all disciplines within the operational group.

Other key relationships include partnerships with Ara Poutama, NGOs, and other providers operating regionally, as well as with the other related positions across MHAIDS.

Key Result Area	Expected Outcomes / Performance Indicators
Leadership	• Lead by example to champion and drive clinical development initiatives • Be a visible leader within MHAIDS • Build and foster a change culture and capability to achieve flexibility, resilience and the achievement of sustainable change outcomes • Provide information, support, feedback and development to enhance organisational performance • Encourage and support decision making at point of impact • Initiate, monitor and implement clinical initiatives within the Forensic and Rehabilitation Service, ensuring alignment with broader MHAIDS organisational strategy and goals • Represent the service at regional and national forums if required • Identify systemic clinical issues and contribute to improving clinical practice • Lead change in clinical practice • Has positive and regular interaction with the operational area staff, ensuring provision of useful information and fostering an inclusive culture • Provision of strategic advice to the Clinical Director on the implication of plans, discussion documents and policies • Change programmes and work streams are well led, facilitated and managed ensuring good staff and union engagement, delivery and embedding of change outcomes • Ensures decisions are made in line with MHAIDS plans and policies • Active participation in RFRIS senior Leadership group, service committee, special patient reviews and steering group meeting, as required. • Ensures all staff of the service understand the vision, direction and objectives of the services in MHAIDS • Timely advice and reports are provided to the Clinical Director, as required. • The vision and values of MHAIDS and Health NZ Te Whatu Ora are effectively modelled to all staff and others at all times • Clinical risk is identified and managed accordingly
Group Management	• Ensures the effective and efficient management of resources supported by the organisation's systems (planning, role

	description, performance management, operating review, recruitment, financial and IT) • Ensures there is sound financial management of budget and resources • Ongoing assessment of clinical performance occurs within teams and benchmarking is part of normal practice • Financial and clinical information systems are part of decision making • Establishment of quality clinical systems within service and a cycle of monitoring, reporting and improvement • Oversight of service specific guidelines, policies and protocols • Clinicians are well versed in the Forensic and Rehabilitation Service clinical goals and objectives and are committed to their delivery • Clinicians, as required, are credentialed, performance appraised and, if required, performance managed • Clinical and operational plans are approved by the Clinical Director and Group Manager. Monthly reports are provided identifying issues and strategies • Services are delivered within budget • Comprehensive reporting frameworks are in place • Quality standards are clear, measurable and understood by all employees • Resource decisions are made by clinicians that balance the service-user need against organisational capacity • Evidence of quality activities for: ○ Reportable events ○ Complaints ○ Reviews ○ Clinical indicators • Accreditation standards.
Strategic Planning & Relationship Management	• Develop and maintain strong and cooperative relationships across Health NZ Te Whatu Ora, ensuring an integrated approach to regional Forensic and Rehabilitation Service clinical and operational planning and management that is aligned with district planning processes and outcomes • Develop and maintain strong cooperative relationships with the regional Forensic and Rehabilitation Leadership Team to ensure critical clinical and operational imperatives are achieved • Collaborate with Ara Poutama and community, providers, colleagues and other Health NZ Te Whatu Ora districts to strengthen services and improve health outcomes • Managing and maintaining proactive and constructive relationships • Constructive and effective relationships established with the Clinical Director, Group and Operations Manager and other clinical, cultural and lived experience leaders in the service • Partnerships and relationships with other healthcare organisations are fostered, with a view to exchanging information and developing best practice

	- Positively promotes Health NZ Te Whatu Ora's role and services and a positive working relationship with other service providers - Partnership and relationships with other organisations are fostered with a view to exchanging information and developing best practice. - Projects and services aligned to the work and policies of related organisations within and external to the health, government and local government sectors to advance health outcomes
Quality & Risk	- Responds to reportable events and participates in the serious event review (SER) process - Identified risks are monitored, reported and escalated as appropriate with risk mitigations implemented - Promotes meaningful innovation and evidence based practice - Supports the defusing and debriefing process following events that have, or have the potential, to impact on staff
Workforce	- Identifies and actions ways to recruit, develop and retain the clinical workforce - Manages and ensures key clinical staff are accessing and maintaining professional supervision - Takes the lead on recruitment to key clinical positions and works with operational management to recruit and develop the clinical workforce - Addresses concerns regarding performance and conduct of staff - Responds to industrial matters and manages interaction with appropriate union partners

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.
- [insert other matters which must be referred]

Relationships

External	Internal
- Other Public Sector services e.g., courts, police, Corrections - Ministry of Health - Respective District Māori and Pasifika people's health units - NGO health and disability providers, PHOs, GPs - Community interest groups - Clinical and operational leaders of other DHBs - Occupational Health and Safety	- Group Manager - Kaumātua and Whaea - SMOs - Operations Manager - Associate Nurse Director - Team Leaders - Clinical Nurse Specialist - Allied health leads - Clinical and administrative staff within operational group - MHAIDS Clinical Leaders - Professional Leaders

staff • Staff from other Health NZ Te Whatu Ora districts • Unions • Training providers • Iwi	• MHAIDS Operations Managers • Consumer/cultural/family advisors • Support staff • Quality & Risk staff • Communications, Finance, HR, Legal and other enabling functions
---	---

About you – to succeed in this role

You will have

Essential:

- Relevant tertiary level qualification in a clinical discipline (medicine, nursing, psychology, social work, occupational therapy, etc).
- A registered practising clinician.
- A full and clean Drivers Licence.
- Registered to work in New Zealand.
- Ability to consent to a full screening and Police Vetting Check under the Vulnerable Children's Act (2015).

Desired:

- Has held a Senior clinical role of this nature in the health sector, preferably in the Regional Forensic and Rehabilitation Inpatient Service
- Has extensive knowledge of delivery of Regional Forensic and Rehabilitation Inpatient Services with strengths in the following areas
 - Regional Forensic and Rehabilitation inpatient service delivery.
 - The legal and ethical frameworks that underpin Forensic and Rehabilitation inpatient services.
 - Equity issues in the delivery of health services
 - Te Ao Māori and, specifically, bicultural models of healthcare.
- Has operated within a complex environment, including meeting the needs of multiple organisations at the same time.
- Has experience of managing a clinical operation effectively.
- Demonstrated ability to find common ground and solve problems for the good of all, represent his/her own interests and yet be fair to other groups, solve problems with peers with a minimum of noise, gain trust easily and support peers and encourage collaboration.

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.
- Value the contribution of others.
- Manage stakeholder relationships.
- Devolution of decision-making.

Desired:

- Have experience in managing internal and external relationships with an assortment of Stakeholders,
- Experience in building relationships and gaining the support and participation of key individuals and groups.
- Successful experience in leading staff during times of change and change management.

ⁱ 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.