

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
Reports to	Team Leader, Ngā Tai Oranga
Location	L1 31 Mein St, Newtown, Wellington (Administration Building)
Department	Mental Health, Addictions & Intellectual Disability Service (MHAIDS)
Date	August 2026
Salary band (indicative)ⁱ	SMO Salary Scale within 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:

- To work in a multidisciplinary team (MDT) setting as a Consultant Psychiatrist, providing specialist advice, consultation, supervision, and information to kaimahi (clinicians) working with tāngata whaiora (clients) with difficulties in emotion regulation and interpersonally. Likely conceptualised as personality disorder and/or complex PTSD.
- To provide therapeutic interventions, specifically dialectical behavioural therapy (DBT) for this group of tāngata whaiora and their whanau (families).
- To teach on topics including but not limited to, complex risk behaviours, clinically-indicated risk taking, emotion regulation skills and formulation.
- The Consultant Psychiatrist is responsible for supporting clinical development of this service and will assume a leadership role within the MDT in conjunction with other senior clinicians and the Team Leader and support the ongoing development of the service.

Ngā Tai Oranga (translated as “the Healing Tides”) is a tertiary level service that provides specialist advice and support to mental health services in the Central Region (Capital & Coast, Hutt Valley, Mid-Central, Wairarapa and Tairāwhiti) in their work with tāngata whaiora who have significant and complex difficulties as described above. Ngā Tai Oranga provides specialist opinion, case consultation, supervision, formulation, treatment options and planning with clinicians and other community health providers. We provide a DBT programme and teach on topics associated with complex PTSD, borderline personality, clinically-indicated risk taking, emotion regulation skills and formulation.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical	To assess, formulate and appropriately treat consumers/tāngata whaiora within a clinical setting;

	• To advise, consult and liaise with the consumers/tangata whaiora and relevant others about their formulation and treatment options. • To work collaboratively with other mental health professionals involved in the client's care to provide an integrated treatment approach; • To attend and actively participate in multi-disciplinary team meetings; • To practice in a manner consistent with established ethical and clinical practice standards; • To be familiar with all the clinical protocols, the Preferred Medicines list, and other relevant protocols; • To assume an active role in the training and development of medical students and other staff
Legal & Statutory Responsibilities	• Comply with relevant statutory requirements, such as the Mental Health (Compulsory Assessment and Treatment) Act, Criminal Procedure (Mentally Impaired Persons) Act, Intellectual Disability (Compulsory Care & Rehabilitation) Act, Protection of Personal & Property Rights Act and the Privacy Act, as well as the general requirements placed upon any medical practitioner; • Comply with the provisions of the Privacy Act in respect of consumers/tangata whaiora confidentiality.
Administration and planning	• Provide expert input to case conferences and to service education sessions; • Complete all appropriate consumers/tangata whaiora documentation as specified by appropriate protocols and the Client Pathway; • General practitioners and other health workers are kept appropriately informed about a consumers/tangata whaiora treatment. • Works to MHAIDS standards and complies with policies
Consultation and liaison	• To liaise with other health professionals such as general practitioners and other community health workers and specific consumers/tangata whaiora; • To consult and liaise with other statutory and voluntary organisations, and Consumer groups and iwi as appropriate; • To actively promote and maintain professional relationships with relevant clinicians within MHAIDS and in the community, in order to promote a seamless service for consumers/tangata whaiora.

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
- Other District Mental Health Services - Primary Health Services	- Multi-disciplinary team members - Team Leader - Clinical Leader - Operations Manager - Other Psychiatrists and Medical Staff - Group Manager, Clinical Director and Director of Psychiatry - Mental health consumer/tangata whaiora, whānau, family & support people - Mental Health Teams - Kaumatua/Whaea/Matai

About you – to succeed in this role

You will have

Essential:

- Hold Fellowship of the Royal Australian and New Zealand College of Psychiatrist (FRANZCP)
- Or equivalent qualification and be able to register for specialist registration with the MCNZ
- You demonstrating that you are registered with, or you are eligible for registration with, the Medical Council of New Zealand (MCNZ) and that your scope of practice enables you to undertake the duties of the position to which you have been appointed.
- You meeting the New Zealand Immigration Service requirements (i.e. work visa or residency requirements, if applicable).
- Experienced Consultant Psychiatrist
- Experience of working with inpatient and community mental health services

Desired:

- Experience in providing clinical leadership to other psychiatrists in the team
- Experience in providing clinical leadership in a multi-disciplinary setting
- Experience of working with Kaumatua/Whaea

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:

- Work within culturally sensitive frameworks
- Problem solving inclusively but able to take lead when needed
- Working within recover of model of care
- Commitment to interpersonal relationships and building trust
- Commitment to continuous improvement

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.