

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	Midwife Clinical Coach			
Reports to	District Chief Midwife			
Location	Senior Midwifery Team			
Department	Maternity			
Direct Reports	Nil		Total FTE	Nil
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR	TBC	Finance	Nil
Date	August 2026			
Salary band (indicative)*	as per MERAS SECA			
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:

- Work in a supernumerary capacity to provide practical clinically focused education and coaching in the clinical environment to consolidate practice and build confidence
- Role model excellent clinically and culturally safe care.
- Provide supervision, coaching and clinical education to midwives undergoing "return to practice" RTP or new to New Zealand practice. Working with Midwifery Council requirements to ensure that midwives succeed in attaining a full midwifery annual practicing certificate
- Provide close clinical support for New Graduate Midwives (MFYP) to enable them to succeed in their first year of practice and become resilient practitioners

- Support the on-boarding of new staff and Maternity Access Holders and participate in their orientation
- Work alongside staff who need to refresh their clinical skills or knowledge
- Provide support and feedback to midwives during a Performance Improvement Plan (PIP)
- Encourage and support the professional development of midwives
- Collaborate in creating a caring working environment where all staff and access holders are respected and valued

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Delivers excellent clinical care ⁶	• Acts as a role model for staff in delivering excellent, evidence based, compassionate, culturally safe care. • Role models midwifery critical thinking and decision making • Role models excellent communication, collaboration and documentation • Works in partnership with whānau to safely support them through pregnancy, birth and the postnatal period, including care of the newborn. • Ensures whānau are treated with respect and are fully informed of their care options (risks, benefits and alternatives) and participate as equals in decision making. • Supports, promotes and protects physiological birth. • Physical skills⁵ include, but are not limited to abdominal palpation, cannulation, facilitation of birth, suturing, management of emergencies such as shoulder dystocia, and adult and neonatal life support. • Identifies deviations from expected trajectory of care and acts to provide assessment, diagnosis, treatment (including prescribing of medications) and referral to medical care where this is appropriate • Responds swiftly and appropriately to clinical emergencies, ensuring that lifesaving care is provided and the appropriate support is summoned
Supports midwives to thrive in the clinical environment	• Meets with midwives who will need orientation and support to become familiar with the workplace setting (e.g. New graduates, RTP, new to New Zealand etc.) identifies clinical needs and agrees a learning and skill development plan • Uses adult education principles and provides coaching in a positive and supportive manner, and encourages critical thinking skills • Liaises with students and Tertiary education providers to engage students who will become new graduates • Participates in new staff and new LMC on-boarding and orientation • Identifies staff who have learning needs and liaises with their manager and professional lead to ensure appropriate support and plans are in place • Provides education and support to staff when new equipment, guidelines or clinical software is introduced into the workplace

Liaises with and meets Midwifery Council requirements	- For staff that have conditions on their practice and are undertaking a period of supervised practice the Midwife Clinical Coach will act as a supervisor. - The midwife clinical coach will not have any management responsibilities for these staff members, but will work with the Manager and Professional leader to ensure a robust programme is in place so that the staff member can meet Midwifery Council requirements - The midwife clinical coach may be required to sign an agreement with the Midwifery Council outlining their role and responsibility in respect to midwives who have additional learning requirements.
Encourages and supports midwifery professional development ⁹	- Provides a conduit for midwives to explore their professional development¹ - Promotes engagement with the Midwifery Quality and Leadership (QLP) Programme and acts as a portfolio assessor and expert in the programme - Demonstrates a willingness to learn, adopt new ideas and take on additional skills and as needed - Is seen a leader in the service, creating a collaborative and safe environment conducive to learning
Supports the leadership of the maternity services ⁷	- Works with the professional lead, midwife manager and midwife educator as part of the leadership team for the unit - Attends leadership meetings, including PMMRC and case review meetings to identify learning needs³ - Reviews clinical guidelines and makes recommendations⁶ - Works alongside the MCIS team to ensure staff and LMCs are maintaining an excellent standard of clinical record keeping and using the system correctly
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 and 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 the Midwife Manager and/or Professional clinical lead)¹²

- Any personal absence from work
- Any serious concern about the clinical safety of a practitioner
- Any serious concern regarding ability of a practitioner to meet the Midwifery Council standards or complete the tasks required of their education plan
- Any matter where there are concerns regarding clinical safety, service continuity and compliance with organisational and legislative requirements

Working conditions – physical, mental and emotional effort expected of the role¹⁶.

Physical ¹³	- The role involves supporting heavily pregnant people some who may have regional anaesthesia, training is provided in manual handling - The role involves spending periods of time on the floor during labour and birth or bent over a breastfeeding parent, this can place the spine and knees under stress if not managed safely - Nitrous oxide is used reasonably often in the department, and this can have health effects on workers exposed over a period of time - The role involves work with models and manikins to deliver scenario-based learning, manipulating the models to simulate lifelike scenarios can put musculoskeletal pressure on the educator - Transporting heavy and bulky equipment around the campus or between venues, this can place musculoskeletal pressure on the educator
------------------------	---

	The role involves being present in the clinical setting and will involve a lot of walking and at times responding to emergency bells. This does require a reasonable level of fitness, and this can put a strain on feet, knees and hips.
Mental ¹⁴	- The role involves public speaking in front of a class of peers which can be mentally challenging - The role involves working with groups of learners at different levels of knowledge and competency and with differing learning styles which can be mentally demanding in keeping all engaged. - The role involves working with new staff or staff with specific clinical deficits who are likely to feel anxious and concerned
Emotional ¹⁵	- This role involves working with learners who are reluctant to engage which can be emotionally challenging - The role involves occasionally working with bereaved whānau and whānau who have experienced an adverse outcome, this can trigger memories of personal loss. - The role involves assessing the clinical practice of staff and at times advising staff they have not met the required standard. This will be upsetting for the staff member and emotionally challenging for the midwife clinical coach.

Relationships

External	Internal
- Women/pregnant people, newborns and their families - Lead Maternity Carers - GPs and other primary care practitioners - NGOs - Oranga Tamariki - Hato Hone St Johns Wellington Free Ambulance - Well Child providers - Tertiary education provider - Midwifery students	- Maternity staff - Obstetric staff - Anaesthetic staff - Allied Health staff - Neonatal staff - Theatre staff - ED (ECC) staff - Mental health staff - Local “daily operations” staff - Hauora Māori Service - Pacific Services

About you – to succeed in this role

You will have²

Essential:

- Be a registered with the Midwifery Council in New Zealand²
- Hold a current Midwifery APC²
- Have a current Vulnerable Children’s Act children’s worker clearance screen
- Have a minimum of 5 years’ midwifery experience²

- Experience as a preceptor, or mentor
- A willingness to work in a culturally safe manner and an appreciation of your obligations as a Te Tiriti o Waitangi partner

Desired:

- QLP Leadership domain
- Have completed a course on adult learning or education or plan to in the next 12 months
- Drivers licence

You will be able to

Essential:

- Demonstrate 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 your role
- Understanding of Turanga Kaupapa and promotion in midwifery practice
- Take care of own physical and mental wellbeing, and have the stamina needed for the role
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invest in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal and professional behaviour through commitment, loyalty and integrity
- Demonstrate a strong desire to educate peers and colleagues and drive care improvement through learning
- Demonstrate a willingness to improve your own teaching and learning practice
- Demonstrate a high standard of verbal and written communication skills
- 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:

- Ability to move between areas if the role demands flexibility

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. The position holder may be asked to perform other duties as reasonably required by the employer in accordance with the role.

* 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.

† 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.