

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	Staff Radiation Therapist
Reports to	Team Leader – Radiation Therapist
Location	Wellington Hospital
Department	Radiation Oncology
Date	01-09-2026
Salary band (indicative)ⁱ	Steps 1-9 Non-Designated Radiation Therapist Scale
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

Radiation Therapists are integral members of the multidisciplinary team at the Wellington Blood & Cancer Centre, working together to deliver safe, accurate, and compassionate radiation treatment. The role contributes across the full treatment pathway, including localisation, planning, treatment delivery, patient education, assessment, and ongoing support.

The role also contributes to service development, quality improvement, clinical education, leadership, collaboration, and knowledge-sharing. Radiation Therapists participate in training and in-service programmes and in the on-call and shift roster. All Radiation Therapists must hold registration with the New Zealand Medical Radiation Technologists Board and maintain a current Annual Practising Certificate.

Key Result Area	Expected Outcomes / Performance Indicators
Provision of a pre-treatment and treatment radiation therapy service	• Delivers accurate, efficient, and well-documented simulation, planning, mould room, and treatment procedures. • Provides safe, high-quality care that supports optimal health outcomes for patients and their whānau. • Applies theoretical knowledge and clinical experience to evidence-based decision-making.

	• Adheres to WBCC policies, National Radiation Laboratory codes of practice, and MRTB professional standards and registration requirements. • Communicates clearly, respectfully, and compassionately with patients, whānau, and the multidisciplinary team.
Professional practice and education	• Demonstrates effective organisation and prioritisation while managing multiple tasks to achieve high-quality outcomes. • Uses time, equipment, and resources efficiently to support safe and effective patient care. • Maintains clear, accurate, and accessible documentation and records. • Supports Team Leaders and Section Heads in monitoring and upholding high standards of professional practice. • Engages in ongoing professional development and supports growth and learning within the team. • Maintains a current Annual Practising Certificate with the MRTB and required core competencies.
Stakeholder engagement	• Builds positive, respectful, and effective relationships with colleagues, patients, whānau, and external stakeholders. • Establishes rapport and trust to support collaboration and high-quality care. • Communicates with diplomacy, tact, and cultural awareness. • Manages challenging or high-tension situations calmly and constructively, maintaining a focus on solutions and shared outcomes.
Continuous service improvement, innovation, and risk minimisation	• Contributes to a culture of continuous improvement, shared learning, and cohesive approaches across the service. • Identifies opportunities for enhancement and collaborates to co-design solutions that meet evolving patient, whānau, and health-system needs. • Participates in risk identification, mitigation, and reporting to support safe, high-quality care and service delivery.
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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Clinical, professional, safety, service continuity, or compliance concerns must be referred promptly to the Team Leader - Radiation Therapist or the Head of Section/Supervisor in the rostered area, as appropriate.

Relationships

External	Internal
• Healthcare providers associated with patients with cancer • Patients, families, and significant others • District management • Professional Development Unit • Māori and Pacific Health Units • Occupational Health and Safety • Cancer Society • Quality and ICT teams • Patient support organisations • Vendors and suppliers • University of Otago	• Patients and whānau • Radiation Therapist team • Student Radiation Therapists • Medical staff and WBCC clinicians • Medical Physics team • Nursing team • Administration team • WBCC management and personnel • Cancer Care Coordinators • Allied Health team • WBCC Clinical Trials team

About you – to succeed in this role

You will have

Essential:

- Qualification recognised by, and registration with, the New Zealand Medical Radiation Technologists Board in the Radiation Therapy scope of practice
- Holder of a current New Zealand Annual Practising Certificate (APC) for Radiation Therapy
- Commitment to ongoing professional development and continuous learning

Desired:

- A commitment and understanding of the Te Tiriti o Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori
- Proficiency in using technology within the workplace

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.

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.