

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 Ultrasound Educator and Quality lead		
Reports to	Clinical Leader, Emergency Department		
Location	Wellington		
Department	Wellington Emergency Department		
Direct Reports		Total FTE	
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date	DD-MM-YYYY		
Salary band (indicative)ⁱ	SP		
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:

The Clinical Ultrasound Educator and Quality Lead provides advanced clinical leadership, education, governance and operational oversight of the Emergency Department Point-of-Care Ultrasound (POCUS) programme.

The role combines expert clinical ultrasound practice with responsibility for clinician education, competency assessment, and quality assurance, credentialing support, system administration and service development.

Working closely with the Director of Ultrasound and key stakeholders across Health New Zealand, the role ensures the safe, effective and high-quality use of POCUS through the provision of expert clinical advice, workforce development, governance, and maintenance of the Clinical Ultrasound electronic system.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Expertise	• Provide expert clinical leadership and specialist advice on Point-of-Care Ultrasound practice, image acquisition, image interpretation, clinical integration and quality standards to the Emergency Department and wider organisation • Ensure the safe clinical application of POCUS through oversight of quality standards, clinician competency and adherence to credentialing requirements. • Assesses and supports clinician competency in image acquisition, interpretation and clinical integration as part of the Emergency Department POCUS credentialing programme
Quality Assurance	• Lead the Point-of-Care Ultrasound quality assurance programme, including image review, competency assessment, feedback, credentialing support and identification of opportunities for clinician development to ensure safe and effective patient care • Lead the POCUS quality assurance programme, including image review, clinician competency assessment, feedback, credentialing support and identification of learning opportunities to ensure safe and effective clinical practice.
Adult Learning	• Assist the ED Director of Ultrasound (DUS) with delivering the ultrasound training programme, providing teaching and mentoring, practical group sessions and image review
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.
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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
• ICT • Clinical Engineering • Software vendors and suppliers	• [ED Director of Ultrasound • POCUS practitioners • Director of Emergency Medicine Training • Operations Manager ED • ED Senior Nursing team]

About you – to succeed in this role

You will have

Essential:

- A tertiary qualification and/or significant work experience in a related field
- Demonstrated advanced clinical expertise in Point-of-Care Ultrasound
- Ultrasound credentialing such as ASUM CCPU or equivalent
- Experience assessing clinician competency and providing feedback to support credentialing and ongoing professional development

Desired:

- Formal teaching and adult education experience
- Experience conducting competency assessments and clinical credentialing processes.
- Experience leading quality assurance and clinical governance programmes.
- Experience developing education programmes and learning resources.
- Proven ability to provide expert clinical consultation and advice to senior medical staff and organisational leaders

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:

- Interest in inspiring the evolution of point of care ultrasound through training and education.
- Critical thinker
- Innovative and flexible
- Able to use own initiative
- Team player with a “can do” attitude
- Energetic and self-motivated
- A proven ability to prioritise competing demands
- Ability to influence clinical practice across multidisciplinary teams.

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.