

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	Consultant General Surgeon (fixed term)
Reports to	Operations Manager & Clinical Leader, General Surgery
Location	Wellington Region – Wellington and Kenepuru Hospital
Department	General Surgery – Surgical Services
Date	October 2026
Salary band (indicative)ⁱ	As per 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:

The surgeon is responsible for providing consultant services that will facilitate the provision of appropriate quality general services to the patients who come under their care, and for training of Registrars in accordance with the requirements of the Royal Australasian College of Surgeons.

The role supports work currently on two sites, Wellington and Kenepuru Hospitals and includes on call work and after hours work.

Key Result Area	Expected Outcomes / Performance Indicators
Delivery of clinical care	<ul style="list-style-type: none"> • Delivery of clinical care to patients requiring acute and elective General Surgical services • Operating and Clinic sessions, including backfilling lists • Provision of acute specialist care for General Surgery with supervision of acute theatre sessions • On-call is at SMO level with a backup consultant also rostered on-call • Participation in relevant service & clinical meetings related to the service

	<ul style="list-style-type: none"> Education and Teaching of Junior medical staff and other professional groups
Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.

Relationships

External	Internal
<ul style="list-style-type: none"> Operations Director/Clinical Directors: Surgical Directorate Deputy Clinical Director: Surgery Operations Managers: Anaesthesia & Theatre Service Leader: Operating Theatres Clinical Director: Organisational Development and Patient Safety RMO Unit 	<ul style="list-style-type: none"> Operations Managers: Surgical Services General Surgery Department staff Clinical Nurse Specialists Charge Nurse Manager: Ward 7 North Charge Nurse Manager: SAPU Charge Nurse Manager: Outpatients Department Registered Nurses

<ul style="list-style-type: none"> • Director of Nursing 	<ul style="list-style-type: none"> • Nurse Coordinator • Kenepuru Staff • Clerical Support Staff
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About you – to succeed in this role

You will have

Essential:

- Qualification from the appropriate Medical body, evidence of registration with relevant Medical or Dental Council and appropriate professional body affiliations
- New Zealand Registration and eligibility for vocational registration with the Medical Council of New Zealand as a general surgeon with experience resulting in the knowledge and skills to perform as a general surgeon
- Leadership and management qualities
- Proven ability to contribute and participate co-operatively in a multi-disciplinary team environment

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.
- Supervise acute theatre sessions
- Able to deliver clinical care to patients requiring acute and elective general surgery services unsupervised in clinic
- Maintain and update your knowledge and practice
- Work harmoniously in collaboration with team colleagues and with professional relationships in the services and ongoing management of the patient
- Provide clinical supervision and teaching for House Surgeons, Surgical Registrars and other professional groups
- Ensures accurate documentation of assessment and management plans
- Takes professional care of, and assumes clinical responsibility for patients admitted or transferred under their care
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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.