

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Midwife Specialist – Quality			
Reports to	Chief Midwife			
Location	TBC			
Department	Maternity			
Direct Reports	Nil		Total FTE	Nil
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR	Nil	Finance	Nil
Date	August 2026			
Salary band	MERAS Senior Midwife Salary Scale			
Childrens' 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:

- Takes a lead role in the quality assurance and quality improvement of maternity care
- Acts as a project manager and change lead for quality improvement projects in maternity
- Leads consumer engagement and input into the development of maternity services
- Takes a whole of system approach, engages with maternity staff, Lead Maternity Carers, the PFO team and community providers to support a system of care across the maternity continuum.
- Monitors and report on maternity outcomes, including equity of outcome for Māori whānau

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Lead the quality improvement programme, which includes but is not limited to (MQSP)	- Co-ordinates the Maternity Clinical Governance Meeting, preparing agenda and minutes - Collaborates with the senior leadership team on plans for quality improvement work and takes a lead role in progressing projects as planned. - Acts as both Project Lead and Change lead to ensure projects are completed on time and are evaluated following implementation - Collaborates with other Midwife Specialists – Quality (MQSP) regionally and nationally
Leads the quality assurance programme	- Ensures that minimum standards of care are maintained, by leading the audit programme, this includes hand hygiene, documentation, medication safety and safe sleep audits. - Trains and supports midwives undertaking “champion/advocate” roles to understand how the audit process works, and achieve the best outcome - Supports and prepares the service for the HDSS and other service audits. - Ensures that all guidelines, forms and consumer information is contemporaneous and reviewed on a regular basis. Collating and incorporating feedback into revisions and ensuring the appropriate sign-out process has been followed, in collaboration with the controlled document team. - Liaises with the Te Whatu Ora graphic design team and professional printers to ensure that documents are professionally produced.
Ensures consumer and stakeholder engagement in system enhancement	- Engages and supports consumer participation in maternity clinical governance - Supports consumer feedback processes to ensure that the consumer voice is reported at clinical governance meetings, this includes active participation of consumers, consumer feedback summaries and outcomes from complaints. - Engages and supports Lead Maternity Carers, and other primary care providers, to participate in clinical governance - Ensures that stakeholders are supported to participate in Quality improvement projects, using a co-design methodology
Provides timely and accurate clinical reporting,	Ensures there is a robust and safe system for outcome reporting in maternity, liaising with the IT support staff and the MCIS team

including a report of the QI activities from the year	• Notes any trends in quality assurance measures and makes recommendations for improvements • Writes the Annual Maternity Clinical report with input from the leadership team and evaluates the outcomes of Maternity Quality Improvement plan
Provides specialist advice and support to colleagues and students	• Educates staff, maternity access holders and students to engage with the quality improvement programme • Educates staff on the quality improvement cycle and how to conduct an audit • Supports staff wishing to conduct audits and research to ensure they follow the correct sign-off process
Maintains expert knowledge to support contemporaneous practice	• Has completed (or is enrolled on) postgraduate education in a related field • Regularly attends conferences and workshops related to quality improvement and clinical practice • Maintains relationships with other Midwife Specialists – Quality (MQSP) across Aotearoa to ensure any improvements are shared • Maintains professional portfolio and current midwifery annual practicing certificate
Delivers excellent clinical care	• Provides midwifery care when needed, role modelling excellence in clinical practice. • 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. • Physical skills include, but are not limited to abdominal palpation, assessment of fetal wellbeing, blood pressure measurement, facilitation of birth, suturing, management of emergencies, and adult and neonatal life support. • Provides assessment, treatment (including prescribing), and on-going evaluation. • Works as part of the multi-disciplinary team to ensure that wrap around care is provided from a clinical, social and cultural perspective. • Responds swiftly and appropriately to clinical emergencies, ensuring that lifesaving care is provided and the appropriate support is summoned • Demonstrates a high standard of clinical documentation enabling collaborative care • Supports, promotes and protects physiological birth

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.

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 Chief Midwife

- Any personal absence from work
- Any concern about MQSP or quality improvement programme
- Any issues with project timelines or unforeseen barriers
- Any issues with engagement of stakeholders
- Any serious concern about the clinical safety of a practitioner
- Any concern about the safety of the service or the ability to provide safe
- Any concerns about safety, service continuity or compliance with organisational and legislative requirements

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

Physical	• The role is predominantly desk based, spending prolonged periods at a computer has musculoskeletal risks due to poor posture and repetitive strain. • When performing clinical tasks, like all midwives, this can involve bending, twisting and working in cramped conditions to support women in labour. Or prolonged periods of bending to support breastfeeding. • It also involves workplace exposure to airborne infections, blood and other bodily fluids
Mental	• The role involves a high degree of analysis to problem solve and find innovative solutions which can be mentally taxing.
Emotional	• This role involves working with a range of stakeholders with competing needs, this requires a high degree of tact and diplomacy which can be mentally and emotionally taxing. • The role involves occasionally working with bereaved whānau and whānau who have experienced an adverse outcome, this can trigger memories of personal loss.

Relationships

External	Internal
• Wahine, newborns and whānau • Lead maternity carers • Primary care providers, PHOs, GPs etc. • PMMRC • HQSC • Health Roundtable • Midwife Specialist – Quality (MQSP) nationally	• District Chief Midwife • Senior Midwifery team • Maternity and neonatal staff • Allied Health and clerical staff • Anaesthetic and Theatre staff • ED staff • Hauora Māori staff • Planning funding and outcomes team

About you – to succeed in this role

You will have

Essential:

- Registration with the Midwifery Council in New Zealand
- A current Midwifery APC
- Current Vulnerable Children's Act children's worker clearance
- A minimum of 3 years' midwifery experience

Desired:

- Postgraduate education in midwifery, or women's health
- QLP Leadership domain
- Some experience working with QI activities/audit

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
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities
- 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
- Deliver results through effective planning, sound judgement, and personal accountability.

- 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:

- Willingness to provide cross cover if needed across the district or provide support to other districts where safety is a significant concern

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.