

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Clinical Director		
Reports to	Chief Medical Officer - MidCentral		
Location	Te Whatu Ora Te Pae Hauora o Ruahine o Tararua MidCentral		
Group	Mental Health and Addictions		
Direct Reports	TBA	Role FTE	0.5 Executive Management
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date	May 2025		
Job band (indicative)			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equitable access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

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Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

Organisational strategies

The following strategies cover the many factors that influence people's health and wellbeing, including the role of health services. They lay the foundations of a future where people live well and achieve good health.

- The New Zealand Health Strategy - sets out how New Zealand's health system can improve people's access to and experiences of health services. Pae ora (healthy futures) for all New Zealanders.
- He Korowai Oranga - Māori Health Strategy was created to guide the Government and the health and disability system to achieve the best outcomes for Māori. It has now been enhanced through Pae Tū: Hauora Māori Strategy and remains foundational for how Māori health services are structured and delivered.
- Pae Tū: Hauora Māori Strategy - ensures the health system upholds Te Tiriti o Waitangi, improves equity and enhances long-term health outcomes for whānau Māori.
- Health of Disabled People Strategy - sets the long-term priorities for the health system, towards achieving equity in disabled people's health, and wellbeing outcomes between 2023 and 2033..
- Rare Disorders Strategy – is the national health system-led strategy for all people and their whānau living with rare disorders to share in pae ora (healthy futures) and live fulfilling lives.
- The Pae Ora Strategies provide a long-term vision where all people and their whānau, regardless of background, can achieve their best possible health. They were released in July 2023.
- Rural Health Strategy - for all people living in rural communities to live long and healthy lives – supported by a health system that meets the varied needs of these communities.
- Te Mana Ola: The Pacific Health Strategy - sets out how the health system can reduce health inequities for Pacific peoples in Aotearoa New Zealand, and achieve the best possible health and wellbeing outcomes for Pacific whānau and communities.
- Women's Health Strategy - pae ora (healthy futures) for women. All women will live longer in good health, have improved wellbeing and quality of life, and be part of healthy, and resilient whānau and communities, within healthy environments that sustain their health and wellbeing.

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- Oranga Hinengaro System and Service Framework - identifies the core components of a contemporary mental health and addiction system with a 10-year view. It provides guidance for those responsible for publicly funded health system policy, design, service commissioning, and delivery.

About the role

- In close consultation with the Chief Medical Officer, and in partnership with the Group Manager of the group, the purpose of the role is to:
 - Demonstrate effective clinical leadership and decision making
 - Continuously define, re-design and develop the Group's (clinical) services using a consultative and co-design process with the outcome of improving health and wellbeing, experience of care, and the health of populations
 - Contribute to organisational decision making as part of the organisations Leadership team
 - Develop, monitor and take ownership for the performance of the service against targets and long-term clinical outcomes of services within the Group in a manner that is consistent with the vision, strategic imperatives and values of the organisation and a whole of system integrated care model.
- The role will ensure a person and community centred focus that will establish the Group so that it is integrated across primary, community and specialist care providers, as well as with and between other Groups. The incumbent will demonstrate the districts values and behaviours referenced in Appendix A.
- The Clinical Director and Group Manager will be **jointly accountable** for the leadership of their Group. Together they will lead clinical governance as well as the planning, procurement, delivery, monitoring and evaluation of their services whether that be in the home, in a primary or community setting, or in a hospital environment. This role will provide clinical and specialist input into the planning, procurement, delivery, monitoring and evaluation of services, whether that be in the home, in a primary or community setting, or in a hospital environment.

This role requires strong leadership, strategic collaboration, and advocacy to ensure that health services uphold the principles of Te Tiriti o Waitangi and contribute to meaningful, long-term improvements in health outcomes.

This is a part time clinical role, coupled with the 0.5FTE clinical Leadership/Management component.

Group Context:

The Mental Health and Addictions Services (MHAS) is responsible for managing the provision of nominated Mental Health and Addiction services, both, within the community and a hospital setting, with a particular focus on service delivery and patient flow to ensure efficient and effective use of resources and capacity for the achievement of care targets and access deliverables.

The role will work in partnership with the Group Manager to drive clinical performance and as opportunities arise effect changes to processes and care models such that patient care is more responsive, proactive and delivered in a safer and more sustainable way

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Key Relationships and Engagement:

Whānau and Communities: Lead engagement with whānau, hapū, iwi, Pacific aiga, and local communities to ensure that health services are culturally safe, community-driven, and responsive to the aspirations and needs of Māori, Pacific, and underserved populations.

Iwi Māori Partnership Boards (IMPBs): Work in partnership with IMPBs to integrate Te Ao Māori perspectives into health service planning, ensuring alignment with Te Tiriti o Waitangi principles and Māori self-determination (mana motuhake).

Health and Social Service Providers: Strengthen relationships with Māori, Pacific, and mainstream health and social service providers, ensuring a holistic and integrated approach to health and wellbeing that reflects whānau ora and collective wellbeing models.

Government Agencies: Coordinate efforts with other government agencies to align health initiatives with broader social and economic policies, ensuring that Māori and Pacific health priorities are embedded in national and regional strategies.

Advocacy and Equity Leadership: Ensure that all advocacy efforts and system-level initiatives are equity-focused, promoting better health outcomes for all New Zealanders while addressing the historical and systemic inequities impacting Māori and Pacific communities.

Qualifications and Experience

Essential

- A Senior Medical Officer qualified to work in Mental Health and Addiction Services with at least 5 years experience as a SMO
- Demonstrate evidence of continuing professional development through, for example, professional guidance from an appropriate professional lead, attendance at relevant courses/seminars/conferences; reading relevant literature; and maintenance of professional standards
- Demonstrate experience in having worked in a leadership role and part of a wider leadership team.
- Demonstrate evidence in leading and managing change (process enhancements)
- Demonstrate awareness of equity issues across the sector including, but not limited to Māori Health
- Demonstrate a thorough understanding of the various Mental Health and Addiction Services provided within Mid Central Health and an ability to evidence skills and experience to lead services to address service challenges
- Possess advanced verbal and written communication skills

Desirable

- Experience of financial and budgetary implications in decision making
- Possess experience in leading medical and health care teams
- Sound understanding of relevant legislation
- Experience in leading culture change amongst medical staff and the wider multidisciplinary team within a clinical environment

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The following responsibilities are crucial for achieving the wellness and wellbeing goals for Māori and other underserved populations contributes to the organisation meeting the organisations obligations under Te Tiriti o Waitangi

Key Result Area	Expected Outcomes / Performance Indicators
SERVICE DELIVERY	<p>Delivery of safe and effective services in partnership with clinicians</p> <ul style="list-style-type: none"> • Develop competent, motivated and well-trained staff who are focused on providing the best possible patient/client care by agreeing accountabilities and standards of performance and regularly providing feedback, taking corrective action as appropriate and acknowledging good performance • Monitor the Service’s performance and take action as required to ensure services are delivered and actively seeks quality improvements • Maintain a safe environment for patients/clients, staff and the public including facilities and equipment. • Service delivery and capacity is managed within available resources. • Standards of care are assured and documented • Systems are in place to facilitate continuity of quality patient/client care, during the patient/client journey <p>Financial and Contractual Performance</p> <ul style="list-style-type: none"> • Contribute to the completion of capital budget requirements • Support the Group Manager in managing operational budget as delegated by the Group Manager • Ensure appropriate financial delegations, processes and quality controls are adhered to with regards to medical staffing and service delivery with action taken to correct performance variance/gaps Monitor service performance and take action as required to ensure compliance with contract and quality standards • Communicate operational and financial parameters and risks to clinical teams and the plans for addressing areas of concern including opportunities for improvement • Lead the negotiation of service improvements with relevant services within the Group, with specific focus on performance targets <p>Planning</p> <ul style="list-style-type: none"> • Review purchase requirement and support the development of Attainable and measurable objectives and targets for the service • Provide remedial action when required, to ensure contract requirements are met through the development and implementation of strategies to correct performance aligned to established criteria • Debate issues constructively, working collaboratively with other service team members and clinical leaders <p>Strategic Leadership and direction</p> <ul style="list-style-type: none"> • Provide strategic direction and leadership to embed the principles of Pae Ora across health services within the Group to ensure that the services are responsive to the aspirations and needs of Māori and Pacific communities.

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	<ul style="list-style-type: none"> • Champion the effective implementation of local and regional strategies to improve health outcomes and eliminate barriers to equitable access. • Strengthen and maintain trusted relationships with clinical staff, whānau, Pacific aiga, hapū, iwi, and communities, ensuring services reflect holistic and culturally grounded approaches to care and rehabilitation. • Proactively identify and manage risks, addressing systemic challenges that impact Māori and Pacific health equity, while ensuring accountability for critical risks and complex issues 		
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Prioritise Māori health gain and champion equitable health outcomes for Māori, Pacific, and other underserved populations, ensuring that Te Tiriti o Waitangi principles are embedded across all levels of health service design and delivery. • Support and advocate for tangata whenua- and mana whenua-led transformation, ensuring that Māori self-determination (mana motuhake) is central to the design, delivery, and monitoring of healthcare services. 		
Health and Safety	<ul style="list-style-type: none"> • Health New Zealand Te Whatu Ora, Te Pae Hauora e Ruahine o Tararua – MidCentral, is committed to maintaining and promoting the health and safety of all its staff, contractors, volunteers and tamariki and rangatahi. In this role, your duties are: <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions • (You have the right to cease work if you believe that you, or others, are at risk of serious harm). 		
Key Working Relationships	<table border="1"> <tr> <td> <p>Internal</p> <ul style="list-style-type: none"> • Heads of Departments/ Medical Leads • Senior medical staff • Resident medical officers • Health Service Managers and teams across services and specialist community and regional services • GDO and Leadership Team • Hospital Co-ordination Unit • Duty Managers • Other professional Leads </td> <td> <p>External</p> <ul style="list-style-type: none"> • Other service providers • Primary and NGO sector • Regional/other District-wide services • Ministry of Health/National Health Board • HQSC • Police </td> </tr> </table>	<p>Internal</p> <ul style="list-style-type: none"> • Heads of Departments/ Medical Leads • Senior medical staff • Resident medical officers • Health Service Managers and teams across services and specialist community and regional services • GDO and Leadership Team • Hospital Co-ordination Unit • Duty Managers • Other professional Leads 	<p>External</p> <ul style="list-style-type: none"> • Other service providers • Primary and NGO sector • Regional/other District-wide services • Ministry of Health/National Health Board • HQSC • Police
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DELEGATION AND DECISION	<ul style="list-style-type: none"> • Makes decisions within the Groups service plan to meet service requirements • Makes significant decisions and decides medium issues in a large organisation • Works autonomously with a high degree of independence within the Group to achieve the plan and problem solve complex issues as they arise. 		

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	<ul style="list-style-type: none">• Maintains relationships with Strategic business partners.
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Appendix A – MidCentral District’s Values and Behaviours

All employees of MidCentral District will adopt and aspire to role model the behaviours based on its values in the following way:

COMPASSIONATE - KIA WHAI AROHA

- Is responsive to the needs of people, whānau and the community.
- Strives to deliver beyond expectations and go the extra mile.
- Shows concern for others and offers proactive and timely assistance and support to others.
- Is empathetic and mindful of others and sensitive to their feelings.
- Creates an environment where others feel safe and supported, encouraging them to contribute and share their views and perspectives.

RESPECTFUL – KIA MĀTĀTOA

- Shows politeness, admiration and honour to others and does not cause offence.
- Actively listens when someone is speaking and shows value for other peoples’ perspectives.
- Genuinely engages and listens to others and considers their views while making decisions.
- Is inclusive of diverse perspectives and the cultural beliefs of others and actively seeks to improve own knowledge.
- Recognises team member strengths and development needs, and coaches them to maximise their potential.

COURAGEOUS – KIA WHAI NGĀKAU

- Speaks up when things are not right.
- Is adventurous in search of feedback and is open to feedback.
- Puts organisational interests ahead of their own.
- Speaks up when they have to contribute or when other’s behaviour is inconsistent with the District’s values.
- Champions innovative ideas in the team, and on behalf of the team.
- Is willing to question accepted approaches and processes and open to challenge.

ACCOUNTABLE – KIA NOHO HAEPAPA

- Acknowledges and assumes responsibility for their actions and does not blame others when things go wrong.
- Strives for excellence and delivers high quality care that focuses on the needs of the consumer and whānau.
- Is innovative and strives for quality and excellence.
- Following through on conversations – saying what you will do and doing what you say.
- Is able to intervene effectively when progress against budgets, plans or projects is off track.
- Is committed to rapid resolution of complaints, problems and issues.

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