

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

Job Specifications	
Title	Clinical Director Critical Care
Operational reporting	Operations Manager, Critical Care
Professional reporting	Medical Director, Directorate Surgery & Anaesthesia
Department	Critical Care
Directorate	Surgery and Anaesthesia
Location	Waikato Hospital
Job band (indicative)	ASMS SECA plus yearly leadership allowance at a rate agreed with HealthNZ.
Tenure	Clinical Director is for an initial term of 3 years Senior Medical Officer - Intensivist will be a permanent appointment
FTE	Incumbent will be employed at 1.0 FTE. Time allocation will reflect a combined leadership and non-clinical allocation of up to 0.5 FTE and 0.5 FTE for clinical duties.
Financial accountability	Nil
Date	June 2025

About the role

The Clinical Director is a clinical leader and is accountable for leading and role modelling a team positive team culture that influence quality care and outcomes for patients. The clinical director provides both clinical leadership within the department, and management of its medical staff. You will work collaboratively with your regional counterparts, level 1 trauma service, local and regional Medical Services along with Allied Health, Nursing, Midwifery and corporate counterparts to assist in the delivery of collective accountabilities. The role will have a regional lead portfolio.

Key Result Area	Expected Outcomes / Performance Indicators
Developing and fostering a positive and healthy	<ul style="list-style-type: none"> Acting as a change agent to build a strong team culture Role modelling our organisational values Delivering transformational change



organisational culture through	<ul style="list-style-type: none"> Facilitating a culture of strong collegiality, quality improvement and innovation
Ensuring a resilient directorate, and organisation, through:	<ul style="list-style-type: none"> Fostering financial accountability across the department Ensuring a positive department brand and reputation Assist with the development of service specific markers of quality, monitor, audit and remediate deficiencies
Oversight of key aspects of medical management such as:	<ul style="list-style-type: none"> Recruit and maintain well qualified and respected medical specialists who align with organisational values and demonstrate the ability to work as a team Ensure that annual appraisals are conducted, assist in the remediation of deficits, and career development Ensure that all specialists are engaged in appropriate continuing professional development activities, and foster the development of local opportunities for CPD Ensure credentialing on appointment, and revalidate credentials and scope of practice at annual appraisal. Collaborate to produce safe rosters which deliver safe services and manage leave of all types Deliver a first class training program within the specialty Recruit suitable trainees Ensure that the service meets accreditation standards at all times Contribute to the postgraduate house officer training program Ensure a safe learning environment Contribute to the organisation wide house officer training program Support research initiatives Ensure the delivery of safe services. Identify and mitigate risk Escalate risk which cannot be satisfactorily mitigated to the Clinical Unit Leader Develop standard operating procedures, guidelines and policy that describe the expectations of service delivery Ensure an effective morbidity and mortality review system is in place Participate in and facilitate appropriate consideration of and response to serious event reviews, complaints, incidents, coronial requests, HDC requests, ACC requests Support service planning including engagement with the primary, NGO and community sectors Health equity across the specialty Engage with the Equity unit and participate actively in initiatives to address service inequities



	<ul style="list-style-type: none"> • Participate in organisation wide clinical governance • Collaborate with other services within and across directorates • Support the Clinical Unit Leader and act up in the absence of the Clinical Unit Leader • Participate in clinical leadership programs within Te Whatu Ora and with approval, externally provided
	Standard SMO KPIs
PROFESSIONAL STANDARDS (ASMS MECA)	<p>The medical practitioner is required to undertake their clinical responsibilities and to conduct themselves in all matters relating to their employment, in accordance with best practice and relevant ethical and professional standards and guidelines, as determined from time to time by:</p> <ul style="list-style-type: none"> • The practitioners relevant medical college(s) and/or professional associations(s) • The New Zealand Medical or Dental Council • The Health and Disability Commissioner • Te Whatu Ora – Health New Zealand’s policies and procedures except to the extent that they may be inconsistent with any other provision as listed above
DELIVERY - CLINICAL	<p>Delivery of high-quality clinical care to patients:</p> <ul style="list-style-type: none"> • Maintains a high standard of professional care in accordance with the MCNZ statutory and regulatory requirements, and organisation’s policies • Takes professional care of and assumes clinical responsibility for patients admitted under their name. Conducts outpatient clinics, ward rounds, community visits and other clinical duties in accordance with their schedule, using allocated time effectively and efficiently towards achieving excellent patient care • Acts promptly on referrals for a specialist opinion within the hospital • Attends and participates in multidisciplinary team meetings • Provides advice and support to Nurse Specialists, other Nursing and Allied Health staff <p>Clinical duties:</p> <ul style="list-style-type: none"> • Efficient and effective assessment and management of patients that follow accepted professional guidelines • Effective documentation and communication of all treatment provided to patients • Ward rounds • Consultations • Multi-disciplinary meetings, case conferences and reviews



	<ul style="list-style-type: none"> • Discussions and meetings with caregivers and whanau • Telephone advice and consultation • Preparation of reports e.g. ACC, coroner, police reports, complaints as required • Research and study relating to the treatment of a specific patient • Clinical advice and support to other staff • Investigative and treatment procedures carried out within organisational policies and guidelines • On call duties
DELIVERY - NON CLINICAL / ADMINISTRATION	<ul style="list-style-type: none"> • Attends regular meetings of the service to collaborate with colleagues and, as required, with management • Comprehensive, accurate and up-to-date medical records are maintained for all patients under the physician's care • Medical reports and discharge summaries are of a high standard and are completed in a timely manner • Audit and quality assurance improvement activities • Clinical pathway development • Credentialing <p>Teaching/Supervision:</p> <ul style="list-style-type: none"> • Provides clinical supervision and teaching for medical officers assigned to the service • Provides teaching or educational presentations for staff, health professionals • Journal Club • Completes supervision reports and meetings for resident medical officers in a comprehensive and timely manner <p>Personal Knowledge and Research:</p> <ul style="list-style-type: none"> • Takes personal responsibility for maintaining his/her professional knowledge and skills • Knowledge and practice are updated and maintained through attendance at local medical education activities • Participates in and meets requirements of the college
PERFORMANCE ASSESSMENT	<ul style="list-style-type: none"> • Behaviour aligns and role models organisational values • Leads and supports continuous improvement activities, new initiatives and innovative practices • Attends and participates in regular departmental audit and peer review meetings • Peer review is favourable • Quality of written records meets specified standards <p>• <i>Facilitate a culture of quality improvement and innovation.</i></p> <p>• <i>Professional expertise and advice</i></p>



	<ul style="list-style-type: none"> • <i>Innovation and continuous improvement</i> • <i>Pro-equity pathways</i> • <i>Collaborate with other services within and across directorates</i>
LEGISLATION	<ul style="list-style-type: none"> • Compliance with legal, financial, statutory and Te Whatu Ora – Health New Zealand requirements • Treaty of Waitangi • Health and Safety in Employment
	<ul style="list-style-type: none"> • Performing other duties considered to be within the scope of this role as agreed by you and your manager

Relationships key to this role

External	Internal
<ul style="list-style-type: none"> • Patients, whānau, caregivers • General Practitioners • Community Agencies • Other health providers • Tertiary education providers • Medical Council of New Zealand • College of Intensive Care Medicine 	<ul style="list-style-type: none"> • Te Whatu Ora – Health New Zealand employees • Full range of disciplines involved in the treatment of patients

About us | Te Whatu Ora | Health New Zealand

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 equal access to high-quality emergency and specialist care when they need it
4. Digital services will provide more people with 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.

The Waikato District provides health services to the communities of Waikato with a combined population of over 400,000 people, and tertiary-level services to the midland region, with a



population of over 840,000. Waikato Hospital in Hamilton provides the most specialised and complex medical care and is recognised as both a tertiary and accredited training hospital. It is our people that are fundamental to our success. Our diverse workforce of over 7,000 employees provide care and support to more than 100,000 patients per year.

Te Mauri o Rongo | The New Zealand Health Charter

Te Mauri o Rongo provides an overview of the intent of the charter. In order to guide the culture, values, and behaviour expected of the health sector, Health New Zealand Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>"When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled".</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>"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"</i>
Whanaungatanga	We are a team, and together a team of teams	<i>"Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora"</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

About the team

Our Critical Care team provides specialist care for our critically unwell and injured patients. We are committed to modern collaborative multi-disciplinary healthcare, delivered with compassion and embracing Maori world view and tikanga.

As a member of the Critical Care team, this role has shared accountability for growing and developing the Critical Care department including:



- Implementation of the Critical Care strategy document
- Maintaining unit credentialing
- Recruitment of new Intensivists

About you | Leading self

To be effective and succeed in this role it is expected the person will have proven capabilities against the Leading-Self leadership focus. A person with this leadership focus will not hold formal leadership accountabilities but are responsible for displaying leadership character and driving service delivery within their role and team.

Therefore, critical capabilities for this role are:

Core Competencies / Capabilities	Expected Leadership Behavioural Descriptors Applicable to All Te Whatu Ora – Health New Zealand, Waikato Leaders of Self
Tuturu te whakahaere / Leadership character	<ul style="list-style-type: none"> ▪ Demonstrate the organisation's values; take responsibility for your actions; speak out for what is right; offer your own opinion, ask questions and make suggestions in an appropriate manner ▪ Resilient and adaptive – flexible and open to new ideas; recognise where change might be needed and identify how you may support change
Mōhiotanga / Māori Cultural Intelligence	<ul style="list-style-type: none"> ▪ Commit to embracing Māori World View, Tikanga and Te Reo ▪ Demonstrate critical consciousness and ongoing self-reflection around the impact of own culture on interactions and service delivery ▪ Personally take a stand for equity
Ara whakamua - navigating the pathway forward	<ul style="list-style-type: none"> ▪ Recognise how the team and directorate activities and challenges impact your work, and how your work impacts others ▪ Recognise and can articulate how your work directly contributes to the organisation's vision and community outcomes
Kotahitanga - Stronger together	<ul style="list-style-type: none"> ▪ Demonstrate Te Whatu Ora – Health New Zealand's values in all dealings with stakeholders ▪ Work as a supportive, collaborative team member by sharing information and acknowledging others' efforts. ▪ Step in to help others when workloads are high and keep the team and team leader informed of work tasks.
Whakapakari – growing the good	<ul style="list-style-type: none"> ▪ Clarify work required, expected behaviours and outputs; leverage own strengths, seek to constantly develop skills and work on knowledge gaps; look for and take opportunities for career development; share knowledge and support team members in their learning; act as a buddy/mentor, role model and sounding board for others
Tutuki – to achieve	<ul style="list-style-type: none"> ▪ Manage work priorities to deliver equitable, timely, high-quality, and safe care based on a culture of accountability, responsibility, continuous improvement and innovation ▪ Contributes to developing objectives and goals and recognises own role in achieving results that contribute to organisational outcomes



Health Safety and Environment	<ul style="list-style-type: none"> ▪ Exercise commitment to Health and Safety by adherence to all Health and Safety initiatives and taking all reasonable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm ▪ Consider the impact of your work on the environment and where possible engage in sustainable practices
Compliance and Risk	<ul style="list-style-type: none"> ▪ Take responsibility to report all risks and ensure these are mitigated ▪ Comply with all relevant statutory, safety and regulatory requirements applicable to the organisation

You will have

Essential:

- 5+ years' experience in clinical leadership
- Fellowship with College of Intensive Care Medicine of Australia and New Zealand
- Eligibility for Vocational registration in Intensive Care with the Medical Council of New Zealand with scope of practice
- A practising certificate with the Medical Council of New Zealand
- Professional indemnity insurance
- A satisfactory Vulnerable Children's Act check
- Experience in building and sustaining collaborative working relationships in a high-pressure environment to enable and deliver effective change management.
- Highly developed communication and interpersonal skills, including the capacity to negotiate, resolve conflict and positively influence and motivate others
- Experience of leading multi-disciplinary teams
- Experience in managing projects across complex stakeholder groups
- Accountability for own work and provide a high quality service, and contributes to quality improvement and risk minimisation activities

Desired:

- Experience in implementing Te Tiriti o Waitangi in action
- Current full driver's license
- Business Management Qualification

Changes to Position Description



Position descriptions shall be varied from time to time to record any agreed changes to rosters and staffing levels.

This position description is intended as an insight into the main tasks and responsibilities required in the role and is not intended to be exhaustive. Such change may be initiated as necessary by the manager of this job and any changes will be discussed with the employee before being made. The employee acknowledges they may be asked to perform other duties as reasonably required by the employer in accordance with the role. This position description may be reviewed as part of the preparation for performance planning for the annual performance review cycle.

Agreed:

	Employee	Manager
Signature		
Date		

