

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

<b>Title</b>	Chemical Pathologist – Senior Medical Officer			
<b>Reports to</b>	Clinical Director - Biochemistry			
<b>Location</b>	Canterbury Health Laboratories			
<b>Department</b>	Biochemistry/ Specialist			
<b>Direct Reports</b>	Nil		<b>Total FTE</b>	Nil
<b>Budget Size</b>	<b>Opex</b>	Nil	<b>Capex</b>	Nil
<b>Delegated Authority</b>	<b>HR</b>	Nil	<b>Finance</b>	Nil
<b>Date</b>	18/12/2025			
<b>Job band (indicative)</b>	As per collective agreement			

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 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.

**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.

## About the role

The primary purpose of the role is to:

To provide expert clinical interpretation and oversight of specialist biochemistry services, ensuring accurate, timely, and clinically relevant diagnostic testing. The role supports quality assurance, method development, and innovation within Canterbury Health Laboratories, contributes to multidisciplinary clinical care (e.g., lipid and metabolic clinics), and fosters education and research. The position encourages the Chemical Pathologist to bring their knowledge, experience, and professional interests to shape service development and pursue areas of specialisation that align with organisational priorities. This role upholds Te Tiriti o Waitangi principles and promotes equitable access to high-quality pathology services across Te Waipounamu and nationally.

Key Result Area	Expected Outcomes / Performance Indicators
<b>Clinical Oversight &amp; Interpretation</b>	<ul style="list-style-type: none"> <li>• Provide expert chemical pathology input to multidisciplinary clinics (e.g., lipid disorders, metabolic medicine, or other specialist services), ensuring accurate interpretation of biochemical data and contributing to patient management plans.</li> </ul>
	<ul style="list-style-type: none"> <li>• Deliver teaching and mentorship to registrars, scientists, and other healthcare professionals, supporting CHL's role as an RCPA training site and fostering continuous learning.</li> </ul>
	<ul style="list-style-type: none"> <li>• Lead or contribute to the validation and implementation of new assays and technologies (e.g., LC-MS/MS, ICP-MS) to meet evolving clinical needs and improve service efficiency.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintain ISO 15189 accreditation standards and RCPA requirements through active participation in internal and external quality programmes, addressing non-conformances promptly.</li> </ul>
	<ul style="list-style-type: none"> <li>• Provide expert interpretation of complex biochemical results and ensure reports are clinically relevant and delivered within agreed turnaround times.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Culture and People Leadership</b>	<ul style="list-style-type: none"> <li>• Leads, nurtures and develops our team to make them feel valued.</li> <li>• Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others.</li> <li>• Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally.</li> <li>• Implements and maintains People &amp; Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation’s strategic and business goals.</li> <li>• Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained &amp; strengthened.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table.</li> <li>• Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and</b>	<ul style="list-style-type: none"> <li>• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to</li> </ul>

<b>Relationship Management</b>	<p>get in the way of doing our best and collegially supports others to do the same.</p> <ul style="list-style-type: none"> <li>• Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</li> </ul>
<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

**Matters which must be referred to the Clinical Director, Chemical Pathology**

Any strategic, governance, or high-risk decisions—including significant clinical incidents, accreditation issues, major technology investments, or policy changes—must be escalated to the Clinical Director. The SMO should seek guidance for matters impacting service direction, compliance, or external representation to ensure alignment with organisational priorities.

**Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Clinicians across Christchurch Hospital and Te Waipounamu (clinical advice and interpretation)</li> <li>• General Practitioners and Community Health Providers (consultation on test selection and results)</li> <li>• National Screening Programme Coordinators (e.g. antenatal and metabolic screening)</li> <li>• University of Otago/Canterbury and RCPA Training Bodies (education and research collaboration)</li> <li>• Other Tertiary and Regional Laboratories (method harmonisation and referral testing)</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical Director – Biochemistry (direct reporting and strategic oversight)</li> <li>• Service Manager – Specialist Services (operational coordination and resource planning)</li> <li>• Other Chemical Pathologists and Registrars (peer collaboration and case discussions)</li> <li>• Section Heads and Scientific Officers (method development and QA leadership)</li> <li>• Laboratory Scientists and Technicians (day-to-day operational support and troubleshooting)</li> </ul>

## About you – to succeed in this role

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### You will have

#### Essential:

- Fellowship of the Royal College of Pathologists of Australasia (FRCPA) in Chemical Pathology, or an equivalent recognised qualification.
- Eligible for vocational registration in Chemical Pathology with the Medical Council of New Zealand (MCNZ).
- Current Annual Practising Certificate (or eligibility to obtain one).
- Familiarity with advanced analytical technologies (e.g., LC-MS/MS, ICP-MS, QTOF) and method validation.
- Proven clinical expertise in chemical pathology and specialist biochemistry interpretation.

#### Desired:

- Extended experience within a biochemistry testing environment, including complex result analysis.
- Demonstrated ability to maintain ISO 15189 compliance and participate in internal/external quality assurance programmes.
- Highly developed communication skills for effective liaison with clinicians, scientists, and multidisciplinary teams.

### 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.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- 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 invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Expert clinical interpretation of complex biochemical results and the ability to provide clear, actionable advice to clinicians.

- Commitment to quality assurance, including maintaining ISO 15189 compliance and addressing non-conformances promptly.
- Leadership in method development and technology adoption, ensuring new assays and platforms are validated and implemented effectively.
- Strong communication and collaboration skills for working with multidisciplinary teams, registrars, and scientists.
- Understanding and application of Te Tiriti o Waitangi principles, ensuring culturally safe and equitable service delivery.

*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.*

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