

## Position Profile | Te Whakatūranga ō mahi Health New Zealand | Te Whatu Ora

<b>Title</b>	Director of Allied Health (SMHS)		
<b>Reports to</b>	General Manager, SMHS and professionally to Chief Allied Health, Scientific and Technical (CAHST), Waitaha and Te Tai o Poutini		
<b>Location</b>	Hillmorton hospital		
<b>Department</b>	SMHS Divisional Leadership Team		
<b>Direct Reports</b>	36 (approx.)	<b>Total FTE</b>	TBC
<b>Budget Size</b>	<b>Opex</b>	<b>Capex</b>	
<b>Delegated Authority</b>	<b>HR</b>	<b>Finance</b>	
<b>Date:</b>	May 2025		
<b>Job band (indicative)</b>	TRUE IEA	23	Tier 5

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 our team

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As a member of the SMHS Divisional Leadership Team, this role has shared accountability for:

- **Leading and engaging** the SMHS, Health NZ Waitaha , Our Health System and key stakeholders across the New Zealand mental health sector to build trust, common understanding and shared ownership.
- **Growing** understanding of and engagement with the purpose and strategy for SMHS in the context of Our Health System as it relates to mental health.
- **Developing, contributing to and aligning** system-wide direction and plans, establishing clear priority, and supporting parts of the system to understand the accountability they share and have clear and agreed responsibilities.
- **Building** the people capability across the system and within the business to make it [the direction and plans] happen, while also building the process capability to do it effectively and efficiently.
- Providing advice and assistance in **developing a Maori Allied Health workforce** that reflects the Māori population, Māori values, and Māori models of practice as well as ensuring Allied Health staff are actively working to realise the aim of pae ora (health futures) for Māori.
- **Communicating** so that across SMHS, within the DHB and Our Health System, our people remain aligned with and informed about plans, priorities and progress.

This shared accountability will be exercised in support of the organisation's vision to be a fully integrated healthcare system.

## About the role

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The Director of Allied Health , Specialist Mental Health Services is responsible for the strategic and professional leadership and operational management of the Allied Health workforce across SMHS.

Reporting operationally to the General Manager - SMHS, the Director of Allied Health will work in clinical partnership with the SMHS Leadership Team, and SMHS Allied Health Directorate, fostering excellence in clinical standards and the professional practice of the Allied Health professions to facilitate the ongoing development of best practice, and to ensure a consumer centred service.

The professional reporting line to the Chief of Allied Health Scientific and Technical (CAHST), Waitaha and Te Tai o Poutini , requires the DAH to actively engage with the CAHST and clinical leadership team in the development of AHS&T initiatives and change programmes, to support improving health outcomes and meeting other strategic priorities.

This partnership will see a shift in effort and resourcing within the function toward accelerating the transformational activity that is required of the business to deliver on the vision for our health system.

Specifically, the Director of Allied Health is accountable for;

- **Driving Strategy** – direct effort and resource to achieve long term business objectives, by formulating, articulating and implementing a strategic vision for Allied Health across the Division and support the strategic vision and goals of the CAHST.
- **Ensuring the principles of Te Tiriti o Waitangi** of tino rangatiratanga, equity, active protection, and partnership are fundamental at all levels of the Allied Health operation within the SMHS.
- **Leads the Allied Health approach to equity, diversity and inclusion**, including our responsibility in relation to Te Tiriti o Waitangi.
- **Workforce Design** - the clinical knowledge and skills to develop and implement a sustainable model of Allied Health provision which delivers enhanced outcomes.
- **Supports implementation of the Allied Health Strategic Plan**, implementing sustainable clinical governance practice that reflects optimal allied health service delivery and effective system change creating an environment where clinical excellence and continuous improvement will flourish.
- **Partners with members of SMHS Divisional Leadership Team and Business Partners** to provide leadership and direction for the Allied Health workforce within SMHS working closely with Managers and Senior Medical and other Clinicians.
- **Contribute to excellence in consumer care** through professional and clinical leadership and support to Allied Health staff and provides advice to the SMHS Leadership Team.
- **Be part of a multidisciplinary leadership team** which supports clinicians and managers to meet their accountabilities around consumer service provision, financial targets, and the overall strategic direction of Health NZ Te Whatu Ora Waitaha.
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- **Be collectively responsible as part of the SMHS Divisional leadership team** for safe, high quality, compassionate patient/ consumer care, clinical priorities and the achievement of Health NZ – Te Whatu Ora goals related to the related to the SMHS AH workforce, collaborating with colleagues to achieve this.
- **Be collectively accountable as part of the SMHS Divisional leadership team** for successfully implementing national, regional and local strategies, policies and standards across SMHS.
- **Work with key stakeholders** to strategically develop ‘whole of system’ approaches and service models of care that meet the needs of tāngata whaiora and whānau .



Key Result Area	Expected Outcomes / Performance Indicators
<b>Clinical Leadership</b>	<p>Maintains oversight of clinical services including the timely and effective:</p> <ul style="list-style-type: none"> <li>• Provision of assessment of clinical care needs (including diagnosing), development and implementation of clinical care/interventions or therapy programmes, advocating the role of AH professionals.</li> <li>• Provision of specialised clinical or non-clinical advice or information in relation to the care or education of tāngata whaiora.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• Models innovative thinking and being open to new ideas, creating 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> </ul>

	<ul style="list-style-type: none"> <li>• Leads the development of advanced and extended practice which supports alternative service delivery models.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<p><b>Collaboration and Relationship Management</b></p>	<ul style="list-style-type: none"> <li>• Models good team player behaviour, working with colleagues to mitigate silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same.</li> <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>
<p><b>Te Tiriti o Waitangi</b></p>	<p>Maintains a focus on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</p> <ul style="list-style-type: none"> <li>• Supports tangata whenua- and mana whenua-led change 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>
<p><b>Equity</b></p>	<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> </ul>
<p><b>Culture and People Leadership</b></p>	<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 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> <li>• Effectively and professionally provides day to day management of staff within your cost code / team.</li> </ul>
<p><b>Professional Leadership</b></p>	<ul style="list-style-type: none"> <li>• Provision of expert clinical advice, consultation and support to clinical practitioners, while working within professional or</li> </ul>

	occupational policies and be accountable for own professional actions.
<b>Performance Monitoring</b>	<ul style="list-style-type: none"> <li>• Participates in the setting of targets and goals for a department, division or service</li> <li>• Supports corresponding informatics processes, such as data gathering and reporting (Care Capacity Demand Management (CCDM), KPIs, incident management)</li> <li>• Reviews performance metrics and implementing relevant governance/quality improvement structures within the team</li> </ul>
<b>Service Development</b>	<p>Driving, supporting and/or facilitating projects and project related work, participation in steering groups and consultation processes.</p> <p>Be involved in service and policy development including:</p> <ul style="list-style-type: none"> <li>• Support to staff to participate in and contribute to quality improvement activities.</li> <li>• Determining how certain national, regional or organisational policies, legislation and initiatives should be put into practice.</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• Overseeing teaching or educating staff both within the Allied Health professions and inter-disciplinary team, including clinical or non-clinical skills development in one on one or group setting, as well as undertaking workplace assessments (e.g. assessing students or NZQA assessments for assistants, clinical competencies etc.),</li> <li>• Support of recruitment and workforce development components.</li> </ul>
<b>Resource Management</b>	<ul style="list-style-type: none"> <li>• Supporting systems to manage day to day use of general and specialty equipment, stock control</li> <li>• Overseeing the training of staff and tāngata whaiora on safe equipment use practices and maintenance.</li> </ul>
<b>Quality/Research</b>	<ul style="list-style-type: none"> <li>• Encouraging the completion of clinical / non-clinical audits, initiating, developing, co-ordinating and/or supporting research and development programmes and activities, as well as carrying out research and development work aligned with these or other programmes within the team, service or department.</li> <li>• Providing support to the Line Manager in responding to patient complaints, patient related incidents and assist in undertaking corrective actions.</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> </ul>



	<ul style="list-style-type: none"> <li>Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>
<b>Portfolios / Other duties</b>	<ul style="list-style-type: none"> <li>Holding a portfolio role (s) as agreed with the CAHST and your manager.</li> <li>Performing other duties considered to be within the scope of this role as agreed by you and your manager.</li> </ul>

## Relationships

Internal	External
<ul style="list-style-type: none"> <li>Service, Clinical and Case Managers and Leaders</li> <li>Directors of Allied Health</li> <li>New entry, Professional, Advanced, Expert and Consultant Allied Health Professionals</li> <li>Allied Health Educators, Coordinators and Professional Leaders</li> <li>Nursing and Medical professionals and leaders</li> <li>Union Delegates</li> </ul>	<ul style="list-style-type: none"> <li>Tāngata whaiora and their whānau</li> <li>External community agencies, government agencies and healthcare providers</li> <li>Union Partners</li> <li>Local Iwi</li> </ul>

## About you – to succeed in this role

### You will have

### Essential:

- Qualification in an Allied Health profession that is recognised by the respective New Zealand Regulatory Authority and professional body.
- A current practising certificate.
- Membership of the relevant professional body
- Relevant Post graduate tertiary qualification.
- Demonstrated broad experience as an Allied Health Clinician of 10-15 years
- Significant experience in a senior Allied Health Leadership position
- Experience making judgements in complex situations where there is incomplete information or solutions are not obvious
- Experience in people leadership and/or management.
- Experience in quality /service improvement activities-
- Experience with policy / procedure review / development
- Knowledge of NZ Health & Disability sector standards and the Privacy Act within a health context.
- Experience in implementing Te Tiriti o Waitangi in action

**Clinical / Technical Skills**

- Computer and typing skills, including knowledge and experience using Microsoft Office Suite and tools including Word, Excel and Teams
- Mandatory training as required for the role.
- Full or Restricted Drivers Licence

**Desired:**

- Post-graduate qualification

**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.

*This position profile 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.*