

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

Title	Allied Health Educator			
Reports to	Nurse Consultant: Workforce Development Professionally reports to the relevant Allied Health Professional Lead			
Location	Specialist Mental Health Services			
Department				
Direct Reports	Nil		Total FTE	0.6
Budget Size	Opex	No budget allocated to role	Capex	No budget allocated to role
Delegated Authority	HR		Finance	
Date	24 June 2025			
Job band (indicative)	PSA Allied Designated B step 1			

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 Allied Health (AHP) Educator develops and delivers multi-disciplinary education to SMHS staff within portfolios directed by the Nurse Consultant: Workforce Development. This mahi includes responsibility for ensuring course delivery and coordinating and leading teaching teams within each portfolio. This is achieved through the fostering of a workforce development culture that is founded upon clinical excellence, teaching and research, equity and tikanga-informed practice.

Role Responsibilities	Expected Outcomes / Performance Indicators
Provision of specified training that supports the SMHS workforce	<ul style="list-style-type: none"> • Leads portfolios of training as designated by the Nurse Consultant: Workforce Development • Works with the Nurse Consultant: Workforce Development and the Training Unit coordinator to ensure that courses within their portfolio are provided to meet the demands of SMHS • Coordinates and leads teams of trainers within their portfolios • Works with content experts to ensure that course content is evidence-based and focuses on application to practice • Ensures that course teaching is based upon adult-teaching principles • Ensures that courses are based upon principles of tikanga informed practice • Organises materials needed for the provision of training • In consultation with the Nurse Consultant: Workforce Development, develops and delivers schedules of education processes (for example, in-services) that support the needs of SMHS teams • In conjunction with the Nurse Consultant: Workforce Development, determines and delivers a schedule of evaluation for courses within their portfolios
Provision of support of trainers, including training them in adult learning principles (ALP)	<ul style="list-style-type: none"> • Ensures all clinical trainers are educated in ALP and have formalised support mechanisms • Identifies support systems for trainers, and initiates these when needed
Develops new courses and/ or as part of an overall education/ training plan	<ul style="list-style-type: none"> • In consultation with the Nurse Consultant: Workforce Development, develops new courses that meet SMHS clinical provision needs

Leading tikanga-informed educational practices within their portfolio teaching teams	<ul style="list-style-type: none"> Provides support and guidance to educational team to ensure that all teaching practice is tikanga-informed Role-models tikanga-informed practice within their own mahi
Leading a values-based educational culture based on equity, inclusion and professionalism	<ul style="list-style-type: none"> Leads initiatives to ensure that the tangata whaiora voice is represented in all decision-making in their portfolios Leads initiatives to ensure that the lived-experience voice is represented in all decision-making in their portfolios Role-models practice that is professional, equitable and inclusive Leads a culture of support, respect and inclusiveness of all staff in teaching sessions
Demonstrating a commitment to their own workforce development	<ul style="list-style-type: none"> Takes responsibility to ensure that they have a personal workforce development that is approved by their professional lead and the Nurse Consultant: Workforce Development Ensures that own success and development meetings occur on a minimum of an annual basis Receives regular clinical supervision
Demonstrating collaboration and relationship management	<ul style="list-style-type: none"> Role-models positive collaborative relationships Leads teaching in their portfolios that supports SMHS staff to have positive individual and team relationships
Taking a leadership role in health & safety	<ul style="list-style-type: none"> Exercises leadership and due diligence in health and safety matters and ensures the successful implementation of health and safety strategy and initiatives. Takes practical steps to mitigate risks and hazards in the workplace that could cause harm, whilst maintaining high-quality tangata whaiora outcomes. Leads and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Taking a leadership role with compliance and risk	<ul style="list-style-type: none"> 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 speciality area. Understands, and operates within, the financial and operational delegations of their role

Relationships

External	Internal
<ul style="list-style-type: none"> Professional and industrial organisations NGO's, Māori and community providers 	<ul style="list-style-type: none"> Staff of the Specialist Mental Health Service SMHS Lived Experience team Te Korowai Atawhai

- AHP Directorate

About you – to succeed in this role

You will have

Essential:

- A current relevant professional registration
- A minimum of three years of clinical experience post registration in a tertiary level specialist mental health service
- Experience in the successful delivery of clinical education based on adult teaching principles
- An in-depth knowledge of the health sector and issues affecting tāngata whaiora and equality of healthcare.
- Experience in implementing Te Tiriti o Waitangi in practice.
- Engagement with, and receiving of clinical supervision
- A relevant post-graduate qualification, with minimum of a post-graduate diploma in a relevant health field.
- Competent in the information technology used in SMHS

Desired:

- Training in clinical supervision and providing this to other SMHS clinicians
- A Masters level qualification in a relevant health field
- Formal qualifications in the teaching of adults
- Current membership of a professional body

You will be able to Essential:

- Demonstrate an understanding of the significance and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Maximise the contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Demonstrate an ability to instigate and maintain positive working relationships with others
- Proactively foster connections with other health professionals locally, regionally, nationally and internationally.
- Demonstrate self-awareness of your impact on people
- Develop your own leadership practice
- Demonstrate high standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

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 your line manager and professional lead.

