

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

Title Nurse	Radiation Oncology Nurse Practitioner Candidate		
Reports to	Oncology Nursing Director		
Location	Radiation Oncology		
Department	Oncology		
Direct Reports	Nil	Total FTE	1.0
Date	January 2026		
Job band (indicative)	\$127,674		

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 Nurse Practitioner Candidate role is to:

Key responsibilities –

- Undertaking First Specialist Appointments (FSA's) under supervision for patients and whanau with a cancer diagnosis within an identified patient group
- Conducting on treatment review (OTR) clinics under supervision for patients undergoing radiotherapy, facilitating assessment and management of treatment related side effects
- Assessment and management of patient's presenting for radiotherapy acutely unwell from their cancer diagnosis or treatment related toxicities, under supervision
- Assessment of out-of-town patients who present for radiotherapy with exacerbation of pre-existing medical conditions, under supervision
- Follow-up clinic under supervision for patients post radiotherapy treatment with referral to appropriate services
- Supporting radiation oncology multi-disciplinary team including nursing, radiation therapists, radiation oncologists, registrars and allied health team members.

Key Result Area	Expected Outcomes / Performance Indicators
Provides safe and accountable advanced	<ul style="list-style-type: none"> • Practises in accordance with legislation, professional standards and health policy relevant to mātanga tapuhi nurse practitioner practice.

practice under supervision	<ul style="list-style-type: none"> • Practises within safe boundaries of an area of practice (client/population group) and demonstrates timely referral and consultation when an issue is outside scope, area of practice, experience or competence. • Confidently and autonomously provides the full spectrum of healthcare services in relation to client/population group, including health promotion and protection, disease prevention, guidance and counselling, disease management, maintenance and restoration of health, rehabilitation and palliative care. • Self-monitors and critically reflects on practice including through regular professional supervision, collaborative case review and audit of practice, including prescribing. • Continually reviews and updates knowledge and skills to ensure currency and adaptability to address broad and changing population health needs and to practise safely across healthcare settings. • Integrates a broad base of nursing knowledge, human sciences (pathophysiology and psychosocial health), and clinical knowledge and skills within a framework of nurse practitioner practice. • Demonstrates accountability in considering access, cost and clinical efficacy, and applies ethical decision making when providing health services.
Assesses, diagnoses, plans, implements and evaluates care under supervision	<ul style="list-style-type: none"> • Completes a comprehensive health history relevant and appropriate to the client's presentation. • Actively explores the health consumer's concerns, preferences, health behaviours, attitudes and priorities using a strengths-based health promotion focus and risk identification to identify healthcare needs. • Identifies the level of assessment (focused or comprehensive) required and performs a systematic review based on the client's presenting condition and health history. • Demonstrates comprehensive skill in obtaining and interpreting data that informs clinical judgement and differential diagnosis including prior treatment outcomes, physical findings and test results. • Applies analysis, clinical reasoning and problem solving to assessment findings and synthesises clinical and human science knowledge to develop differential diagnoses. • Orders or performs diagnostic investigations using evidence to support or rule out diagnoses. • Formulates an accurate diagnosis from an informed set of differential diagnoses using clinical reasoning and best available evidence. • Demonstrates a high level of clinical proficiency in managing common and complex client situations, and acts to prevent and/or diagnose urgent, emergent or life threatening situations.
Works in partnership with health consumers with clinical	<ul style="list-style-type: none"> • Works in partnership with the health consumer to determine therapeutic goals and options. • Makes decisions under supervision about healthcare management and interventions informed by critical evaluation of research findings.

supervision and support	<ul style="list-style-type: none"> • Develops an individual plan of care and communicates this to the health consumer and appropriate members of the healthcare team and relevant agencies. • Applies a comprehensive knowledge of pharmacology to make safe and appropriate risk/benefit prescribing decisions, including considerations of antibiotic stewardship and drug dependency where appropriate. • Verifies the suitability of evidence-based treatment options, including medicines, in regard to commencing, maintaining/titrating or ceasing treatment/interventions. • Safely prescribes therapeutic interventions based on accurate knowledge of the characteristics and concurrent therapies of the health consumer. • Safely and effectively performs evidence-informed invasive/non-invasive interventions for the clinical management and/or prevention of illness, disease, injuries, disorders or conditions. • Makes appropriate decisions regarding admission and discharge of health consumers from healthcare services. • Monitors, critically evaluates and documents treatments/interventions in accordance with health-consumer-determined goals and healthcare outcomes. • Considers a plan for appropriately ceasing and/or modifying treatment in partnership with the health consumer, and other members of the healthcare team.
Works collaboratively with healthcare teams with clinical supervision and support	<ul style="list-style-type: none"> • Establishes and maintains effective collegial relationships as a senior member of interprofessional teams. • Collaborates with other health professionals and agencies to ensure timely access and smooth transition to quality services for the health consumer. • Demonstrates advanced interpersonal, leadership and management skills to foster and maintain collegial relationships by communicating and engaging effectively and professionally with diverse groups and communities to improve healthcare. • Effects nursing practice and healthcare change using broad-based skills, including negotiating, consensus building and partnering. • Articulates the mātanga tapuhi nurse practitioner role and promotes nursing in clinical, political and professional contexts. • Contributes to the healthcare team by supporting, directing, educating and mentoring colleagues, students and others (adapted).
Works to improve the quality and outcomes of healthcare under clinical supervision and support	<ul style="list-style-type: none"> • Utilises systems thinking and critical inquiry skills to audit, evaluate and improve the quality of health services. • Uses relevant tools to monitor and measure the effectiveness of strategies, services and interventions to promote safe practice. • Monitors and minimises risks to health consumers and healthcare service providers at the individual and systems level. • Applies knowledge of health systems, socio-political issues, new technologies and funding/business practices to advocate,

	<p>influence and manage innovative changes to healthcare services to improve access, equity of outcomes, quality and cost-effective healthcare for specific groups or populations.</p> <ul style="list-style-type: none"> • Critically appraises scientific literature and shares new knowledge and research through discussions, presentations and publications, and the development of best-practice guidelines • Incorporates understanding of diversity, cultural safety and socio-economic determinants of health and uses cultural models of care when planning and providing healthcare services. • Demonstrates commitment to the Treaty of Waitangi/Tiriti o Waitangi and applies advanced knowledge of Māori health and socio-economic disparities when working in partnership with Māori health consumers and local iwi/Māori health providers to improve access to healthcare and health outcomes. • Influences and critiques health policy and nursing practice through leadership and active participation in workplace and professional organisations.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • 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. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • 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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
LEADERSHIP ROLES ONLY - Culture and People Leadership	<ul style="list-style-type: none"> • Leads, nurtures and develops our team to make them feel valued. • 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. • 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. • Implements and maintains People & 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. • 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 & strengthened.
Innovation & Improvement	<ul style="list-style-type: none"> 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. Models an agile approach –tries new approaches, learns quickly, adapts fast. Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> Models good team player behaviour, working with colleagues to not allow 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. 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.
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 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. Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
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 Business Unit. Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the [insert title of reporting manager]

- [insert matters which must be referred]

Relationships

External	Internal
<ul style="list-style-type: none"> Whanau & caregivers Reginal hospitals/oncology nursing services Primary Healthcare providers District Nursing Community palliative care Community Services and agencies Cancer Society Māori and Pacific Island Health Providers and Cultural Groups Nursing Council of New Zealand 	<ul style="list-style-type: none"> Radiation Oncology Clinical Director Director of Nursing/Midwifery Oncology Service Manager Radiation Oncologists Radiation Physicists Radiation Therapists Oncology Clinical Nurse Specialists & Nurse Educators Oncology nurses Oncology Nurse Managers Medical Oncologists & registrars

<ul style="list-style-type: none"> • NZNO Cancer Nurses College • Ministry of Health • 	<ul style="list-style-type: none"> • Allied health staff • CPSSS • Social work • Hauora Health • Clerical staff • Radiology • Pharmacy • Pathology • Palliative Care – inpatient • MDM members
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About you – to succeed in this role

The Nurse Practitioner Candidate will have

Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Minimum of postgraduate diploma
- Complete an approved clinical master's degree programme and apply for Nurse Practitioner registration at the end of the two-year candidate programme
- Registered with Nursing Council of New Zealand and hold a current APC
- A minimum of 3 years equivalent full-time practice (0.8 FTE or higher) within the last five years working in oncology
- Demonstrate evidence-based practice, clinical reasoning and critical analysis skills

Desired:

- Registered Nurse prescriber
- Previous experience conducting clinics i.e. on treatment review, follow up clinics

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.

Desired:

- Demonstrate an ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive
- Accepts responsibility for actions
- Ability to provide inspirational and motivational leadership
- Be able to communicate with kindness, sensitivity and empathy with a broad range of people and have the ability to listen effectively
- Be industrious and innovative in own work practice

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.