

Position Description

Title	Paediatric Radiation Therapy Specialist (0.6FTE)
Reports to	Clinical Manager Radiation Therapy
Location	Christchurch Public Hospital, Waitaha Canterbury
Department	Regional Cancer & Haematology Service
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Date	November 2025
Job band (indicative)	Designated C scale of the APEX Radiation Therapist Collective Agreement 1 clinical release day a week, adjusted as demand and role requires in consultation with Clinical Manager

Te Whatu Ora

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:

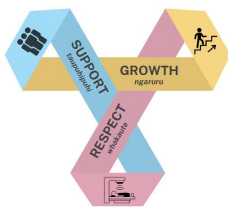
Wairuatanga	<i>working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi</i>
Rangatiratanga	<i>as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.</i>
Whanaungatanga	<i>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</i>
Te Korowai Āhuru	<i>a cloak which seeks to provide safety and comfort to the workforce.</i>

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
- Recognizing, 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

Our Radiation Therapist Team Values



Christchurch RTs equally prioritise support, growth, respect and caring for the wellbeing of ourselves, of our team, and of our patients and their whānau.

Key Relationships

Internal: ▪ Paediatric Multidisciplinary Team (CHOC nursing team, paediatric oncologist, Anaesthetist, palliative care team, Dietitian, SLT, Social Workers,, Psychologist, Hospital Play Specialist) ▪ All Radiation Therapy staff and students ▪ Radiation Oncologists and Registrars ▪ Medical Physics Staff ▪ Radiation Oncology Nurses ▪ Clerical and Administrative Staff	External: ▪ Patients, families/ whānau and caregivers ▪ Public ▪ Patient Support Organisations ▪ External health care providers involved with care and management of Paediatric oncology patients ▪ Paediatric NGOs (e.g. Child Cancer Foundation, Gabby's Starlite Hope) ▪ Child Cancer Network Aotearoa ▪ University of Otago (Student training / support)
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Purpose of the role

The Paediatric Radiation Therapy Specialist is an integral member of the multidisciplinary team within the Canterbury Regional Cancer and Haematology Service. The primary purpose of this role is to coordinate and enhance the delivery of high-quality, age-appropriate care for paediatric patients throughout the radiotherapy continuum. This includes supporting the development, implementation, and ongoing refinement of paediatric-specific radiation oncology pathways, and ensuring that local standards, policies, protocols, and resources remain current, evidence-based, and responsive to the unique needs of this patient group.

A key focus of the role is providing clinical education to patients, families/whānau, students, staff, and other health professionals, fostering a culture of learning, collaboration, and best practice. The position also maintains strong relationships with the wider paediatric multidisciplinary team to promote high-quality, integrated, and interdisciplinary care. Advocacy for paediatric oncology patients is central to this role—ensuring timely, age-appropriate, and culturally responsive support within complex hospital systems.

Through these activities, the Paediatric Radiation Therapy Specialist champions best practice and continuous improvement in paediatric radiation oncology services.

To achieve these accountabilities, the Specialist works in partnership with the Paediatric Radiation Oncologist, Heads of Section, Radiation Therapy staff, and other members of the multidisciplinary team, demonstrating and modelling a high level of clinical expertise and professionalism. In addition to direct patient care, the role contributes to service development, quality improvement initiatives, and clinical education, while supporting colleagues through leadership, collaboration, and knowledge sharing.

Participation in training, in-service programmes, and the on-call and shift roster is expected. All Radiation Therapists employed by Te Whatu Ora – Waitaha Canterbury must hold registration with the New Zealand Medical Radiation Technologists Board (MRTB) and maintain a current Annual Practising Certificate as a Registered Radiation Therapist.

Recognising the complexities of supporting paediatric patients through radiotherapy, regular professional supervision is available within this role.

This position description outlines the general nature and scope of responsibilities associated with the role. It is not an exhaustive list, and employees may be required to undertake other duties as needed to support the service.

Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables / Outcomes
1. Clinical and Professional Practice	• Lead and maintain the Radiation Oncology Paediatric service, ensuring cohesive collaboration with wider paediatric MDT. • Manage and screen current and anticipated paediatric patients, ensuring timely access to the radiation oncology service. • Provide age-appropriate communication, care planning, and referrals to allied services, consistently demonstrating empathy and patient-centred approach. • Exercise clinical judgement regarding the use of general anaesthetic for radiation treatment in collaboration with the paediatric MDT as required. • Support and prepare paediatric treatment buddies to facilitate smooth integration of paediatric specific care within the treatment pathway. • Foster and maintain effective multidisciplinary relationships across the oncology service. • Participate in clinical duties as rostered, including attendance at MDT meetings, and proton assessment as required. • Comply with and adhere to all legal requirements according to the Medical Radiation Technologists Board, Code of Ethics and the Health Practitioners Competence Assurance Act (2003) • Adhere to Te Whatu Ora clinical policies and procedures. • Participates in on-call roster, or alternatively arranges appropriate cover for your on-call on the allocated weekend.
2. Active Paediatric Case Management	• Coordinate and triage paediatric appointments to ensure timely and equitable access to care. Collaboration with the GA team is essential to ensure to void delays. • Liaise effectively with MDT teams, booking staff, Radiation Oncologists, CT, Planning, and Treatment teams to confirm all relevant information and support smooth transitions across the radiotherapy pathway. • Support development and delivery of age-appropriate care. • Implement and monitor strategies to promote treatment adherence and address barriers to ongoing care. • Organise patient engagement initiatives (e.g. Radiation treatment routine countdown posters, mask painting, Beads of Courage, boredom boxes, videos, and other supportive resources) to enhance the patient experience and wellbeing. • Provide end-of-treatment support and communicate with relevant teams to ensure continuity of care and appropriate follow-up.

3. Continuing Professional Development and Education	• Engage in approved meetings, training, and professional development activities to maintain and enhance clinical expertise. • Apply expert knowledge in Paediatric cancer care to support best practice across the service. • Lead service development through creation and enhancement of paediatric protocols, techniques, and educational resources, including research and literature reviews. • Coordinate and deliver paediatric education (e.g. CME sessions, staff training, team debriefings), and support the integration of new staff in child health and development. • Provide mentorship, coaching, and clinical teaching for Radiation Therapy staff and students working with paediatric patients.
4. Stakeholder engagement	• Builds positive, respectful, and effective relationships with colleagues, patients, whānau, and external stakeholders across all levels of the organisation. • Establishes rapport and trust to support collaboration and high- quality care. • Communicates with diplomacy, tact, and cultural awareness in all interactions. • Manages challenging or high-tension situations calmly and constructively, maintaining focus on solutions and shared outcomes.
5. Continuous service improvement and innovation	• Ensures quality service delivery by identifying areas for improvement aligned with operational and strategic goals, and actively contributing to service development. • Participate in audits/evaluation activities to measure the effectiveness of Paediatric processes and systems. • Oversee and support paediatric clinical trials and associated protocols, ensuring eligible patients are appropriately managed.
6. Te Tiriti o Waitangi	• Works in genuine partnership with Māori patients, whānau, colleagues, and stakeholders to uphold Te Tiriti o Waitangi obligations and advance equity in health outcomes. • Ensures equity goals for Māori are embedded in service planning, performance monitoring and quality improvement initiatives. • Actively develops and demonstrates cultural competence, fostering inclusion, partnership, and a culturally safe environment for patients and staff.
7. Equity	• Identify and address barriers to care, developing and implementing strategies to reduce inequities and improve access and outcomes for paediatric patients. • 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.

8. Health & Safety	• Promotes and adheres to safe work practices within the clinical environment. • Escalate any paediatric patient safety, risk or harm events immediately. • Ensures appropriate use and maintenance of radiation therapy equipment. • Reports incidents and accidents promptly and accurately • Identifies, manages, and monitors workplace hazards. • Supports staff in understanding and following emergency procedures. • Seeks guidance when necessary to uphold best practice standards in safety and patient care.
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Capability Profile

Solid performance in the role requires demonstration of the following leadership capabilities. These competencies provide a framework for selection and development.

Leadership Capabilities <i>(as per the Leadership Capability Framework)</i>	
Dimension	Key Behaviours
Responsibility for outcomes/Compliance & Risk <i>Takes ownership of outcomes, exercises sound judgement, and ensures a safe, compliant, and efficient working environment.</i>	• Demonstrates professional accountability and ownership of tasks. • Identifies and implements quality improvements across the service. • Participates in research to support evidence-based practice. • Maintains safe use of equipment and adheres to infection control protocols. • Reports incidents and near misses in line with organisational guidelines. • Manages time effectively and adheres to rostered schedules. • Role models effective stress management and resilience. • Functions efficiently across all work areas.
Integrity in all we do/Collaboration & relationship management <i>Acts with transparency, consistency, and fairness. Builds strong relationships and fosters collaboration across teams and service.</i>	• Communicates clearly, listens actively, and provides timely feedback. • Manages competing demands and prioritises effectively. • Works collaboratively within multidisciplinary teams. • Promotes resource efficiency and effective team management. • Supports inclusive decision-making and collegiality. • Partners with Hauora Māori and Pacific Health teams to reflect the aspirations of Māori and Pacific peoples in service planning and delivery.
Care and Respect <i>Demonstrates empathy, respect, and cultural sensitivity. Prioritises patient welfare and values the contribution of others.</i>	• Prioritises patient care in line with the HDC Code of Rights and departmental protocols. • Communicates clearly with patients and ensures appropriate referrals. • Demonstrates situational awareness and cultural responsiveness. • Shows empathy and respect to patients, whānau, and colleagues. • Listens actively and supports others to achieve shared goals. • Maintains a courteous and approachable manner.

Display self-knowledge <i>Understands personal strengths and areas for growth. Seeks feedback and strives for continuous improvement.</i>	- Proposes and contributes to solutions for workplace challenges. - Demonstrates sound clinical judgement and core patient care skills. - Acts as a resource and mentor in areas of specialty. - Reflects on performance and seeks opportunities for development.
Communicate a vision and sense of purpose/ Innovation & Improvement <i>Inspires others by sharing a clear vision and fostering innovation. Aligns team efforts with organisational goals.</i>	- Leads knowledge-sharing and collaborative learning. - Coaches and supports team development. - Communicates departmental and organisational vision effectively. - Encourages teamwork and draws on best practice principles. - Partners with senior staff to align clinical practice with strategic direction.
Empower others to act <i>Fosters accountability and inclusivity. Supports others to lead, solve problems, and drive change.</i>	- Inspires positive change and improvement in patient care. - Resolves issues and conflicts constructively. - Encourages feedback and inclusive decision-making.
Foster a positive culture/ People Leadership <i>Builds a culture of engagement, diversity, and collaboration. Leads with integrity and supports team growth.</i>	- Promotes inclusive practices and manages cultural change at the operational level. - Models ethical leadership aligned with MRTB and Te Whatu Ora codes. - Leads, nurtures, and develops the team to ensure staff feel valued and supported. - Supports orientation, training, and ongoing development of staff. - Encourages reflective practice and CPD aligned with professional standards. - Prioritises developing individuals and the team to ensure Health New Zealand has the right skills for the future, supporting diverse leadership development – Māori, Pacific, disabled people, and others. - Builds internal and external partnerships to support strategic goals.

About you – to succeed in this role

You will have.

A. Essential Professional Qualifications / Accreditations / Registrations:

- Qualification recognised by, and registration with, the New Zealand Medical Radiation Technologists Board in the Radiation Therapy scope of practice.
- Holder of a current New Zealand Annual Practising Certificate (APC) for Radiation Therapy.
- A minimum of 5 years post qualification experience in all areas of radiation therapy
- Demonstrates the ability to communicate effectively at all levels as well as able to build effective and rapid rapport with patients, their whānau, colleagues and wider paediatric MDT.
- Proven experience in quality improvement/project management.
- Experience working with Oncology paediatric pathways and multidisciplinary teams.
- Advanced clinical skills and communication to support paediatric patients.
- Active engagement with paediatric CPD programmes at local, national or international levels (e.g. study days, conferences, and workshops).

B. Desired:

- Ability to “work together” in a truthful and helpful manner
- Ability to “work smarter” by being innovative and proactive
- Accepts responsibility for actions and outcomes.
- Uphold professional integrity at all times
- Ability to set and achieve objectives
- Has completed or working towards training in family harm escalation and management.
- Proven ability to manage operational performance within a multidisciplinary environment

You will be able to.

C. 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 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 personal impact on others and invests in ongoing leadership development.
- Demonstrate the highest 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 the job holder.