

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

Title	Clinical Nurse Specialist, Cardiac Electrophysiology		
Reports to	Charge Nurse Manager, Cath Labs		
Location	Christchurch Hospital		
Department	Cardiology		
Direct Reports	NA		Total FTE 0.6 permanent and 0.1 fixed term 2 years
Budget Size	Opex	NA	Capex NA
Delegated Authority	HR	NA	Finance NA
Date	November 2025		
Job band (indicative)	Senior Designated Nurses – Grade 2		

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

Primary Purpose:

The Clinical Nurse Specialist (CNS) is an expert practitioner with advanced knowledge in a specialty area. The CNS provides expert clinical support, that ensures best outcomes for consumers. This is achieved through the fostering of a practice culture that is founded upon clinical excellence, teaching and research, equity and tikanga-informed nursing practice.

The Electrophysiology (EP) CNS is an advanced nursing role providing clinical leadership in the care of patients with cardiac rhythm disorders. Based in the Cardiac Catheterisation Laboratories with day-to-day reporting to the Charge Nurse Manager – Cath Labs and professional reporting to the Medical Nursing Director. The role integrates direct clinical care, professional leadership, education, and service development to deliver safe, high-quality, evidence-based EP care in a tertiary academic centre.

The CNS collaborates with electrophysiologists, cardiologists, nursing staff, allied health professionals, and community providers to ensure coordinated, person-centred care throughout the EP pathway—from diagnosis to procedure and follow-up.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Expertise	• Provide advanced assessment, management, and consultation for patients with arrhythmias, implanted cardiac devices, and post-EP procedures. • Support clinical decision-making for complex arrhythmia and device management in inpatient and outpatient settings. • Facilitate continuity of care across the EP lab, cardiology wards (including CCU), and community follow-up. • Lead and participate in case reviews, ward rounds, and multidisciplinary discussions. • Promote high standards of EP nursing practice aligned with Te Whatu Ora clinical governance and safety expectations.
Education and Professional Development	• Deliver specialist education and competency training for nursing and allied health staff involved in EP and device care. • Act as a mentor and clinical resource for staff development, orientation, and postgraduate learning. • Provide patient and whānau education on arrhythmia management, procedural care, and device follow-up. • Participate in academic teaching and collaborate with the University of Otago Christchurch School of Medicine and other partners. • Maintain own clinical competence within the specialty. • Network nationally and internationally to remain current with EP trends and developments. • Attend professional development opportunities and relevant conferences
Leadership and Service Development	• Work with the EP Lead SMO and Cardiology Leadership Team to plan, implement, and evaluate service improvements.

	• Contribute to the development and review of protocols and policies for EP procedures, anticoagulation, and device management. • Lead or participate in quality improvement initiatives and clinical audits to support service efficiency and patient outcomes. • Represent nursing on EP service committees and multidisciplinary working groups. • Support a culture of evaluation, reflection, and continuous quality improvement in nursing practice. • Participate in clinical governance activities. • Collaborate with the Cardiac Inherited Disease Group (CIDG) to strengthen the South Island genetics programme (subject to funding).
Te Tiriti o Waitangi	• 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	• 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 solutions and service responses.
Innovation & Improvement	• 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	• 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	• 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	• 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.
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Matters which must be referred to the Charge Nurse Manager, Cath Labs

- Significant clinical risk or adverse events
- Service or workflow disruptions
- Staffing or performance concerns
- Equipment or safety issues
- Budget/resource matters beyond delegation
- Complex complaints or escalation risks

Relationships

External	Internal
• Consumers and their families • Nursing Council of New Zealand • National specialty groups • Regional colleagues • Nursing education providers and students • National and international networks • Cardiac Inherited Disease Group (CIDG) • University of Otago Christchurch School of Medicine and other educational partners.	• Clinical Director • Service Manager • Nursing Director • EP team • Medical staff • Nursing staff • Allied Health Professionals • Quality team • Professional Development team • Family/Consumer Advisors • Procurement

About you – to succeed in this role

You will have

Essential:

- Registered Nurse with the Nursing Council of New Zealand, with a current practising certificate.
- Relevant graduate and postgraduate qualifications.
- Demonstrated experience implementing Te Tiriti o Waitangi in practice.
- Minimum 5 years' experience within the specialty or in a relevant senior nursing role.
- Advanced nursing skills equivalent to senior nurse or expert PDRP level.
- Demonstrated nursing leadership skills.
- High level of computer literacy.
- Confidence, assertiveness, and motivation.

- Acts as an effective clinical role model.
- Excellent communication and organisational skills.
- Demonstrates consumer, and family-centred practice.
- Ability to work autonomously and within a team.
- Innovative and proactive in quality improvement.
- Commitment to ongoing professional development.

Desired:

- Holds or is working towards a relevant Clinical Master's degree.
- Demonstrated ability to develop nursing standards and quality initiatives.
- Involvement in research that has informed or changed nursing practice.
- Senior Nurse Competent PDRP portfolio.

You will be able to

Essential:

- Demonstrate understanding of Te Tiriti o Waitangi and apply its principles meaningfully within your role.
- Maintain personal physical and mental wellbeing.
- Maximise the contributions of individuals and teams to support the organisation's vision and goals.
- Build effective relationships across public and private sectors and community groups locally, nationally, and internationally.
- Demonstrate personal drive, accountability, and responsibility.
- Demonstrate self-awareness and invest in ongoing leadership development.
- Uphold the highest standards of personal, professional, and organisational integrity.

This position description provides an overview of the key tasks and responsibilities of the role. It is not exhaustive and may be amended through consultation with the role holder.