

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

Title	Regional Clinical Lead Mental Health & Addiction		
Reports to	Executive Regional Director – Te Waipounamu, Day to day: Regional Lead, Mental health & Addiction Professional reporting line: National Clinical Lead Mental Health and Addiction		
Location	Te Waipounamu Region		
Department	Re Waipounamu Executive Regional Director Office		
Direct Reports	0		Total FTE 0.4FTE
Budget Size	Opex N/A		Capex N/A
Delegated Authority	HR N/A		Finance N/A
Date	October 2025		The
Job band			

Health System in Aotearoa has entered 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

Mental Health and Addiction is a priority for the Government and communities. The Government expects regional leadership to be established to support implementation of the five health targets for mental health and addiction, model of care delivery and increased workforce capacity and capability. This position is critical to gaining regional momentum for delivery against the Government's work programme across three domains:

1. Faster access to supports and services
2. Increasing workforce capacity and capability
3. Improved crisis response

In order to do this there will be four pillars of focus that the Government expects delivery against:

- Ensuring sound organisational structures for delivery
- Meeting budget and ringfence expectations
- Improved performance reporting
- Giving effect to national priorities within each region

The Regional Clinical Lead Mental Health and Addiction is responsible for providing strong clinical leadership to the mental health and addiction sector, motivating and inspiring local and regional mental health and addiction clinical leaders to ensure the delivery of safe, high-quality care, to meet performance targets and objectives, and to build a high performing mental health and addiction system that delivers improved outcomes for patients.

This role is part of the Regional Leadership team, formulating and supporting Health New Zealand's future direction and contributing to the performance of the Te Waipounamu Region in delivering safe and effective care. Strategic direction will be provided by the National Mental Health and Addictions Leadership Team. The Regional Clinical Lead will work in partnership with the Regional Mental Health & Addictions Lead to ensure the region's workplan is aligned to national priorities.

The Regional Clinical Lead Mental Health and Addiction will model Health New Zealand's values and ensure partnership between clinical and operational management roles, including working across Commissioning and Hospital and Specialist Services in our region. The primary purpose of the role is to provide clinical leadership to deliver on strategic direction at the regional level. It contributes to transforming Mental Health and

Addiction services across the region by providing clinical leadership across an integrated service delivery system to ensure provision of care, which is equitable throughout the region, high quality, sustainable, and whānau-centred.

The Regional Clinical Lead Mental Health and Addiction, in partnership with the Regional Lead MH&A, will communicate and lead implementation of strategic direction and standards of care for implementation.

The Regional Clinical Lead Mental Health and Addiction will:

- Work alongside district clinical leads within the region, leading the transformation in Mental Health and Addiction service delivery, in developing and implementing an annual work programme, ensuring we embed Te Tiriti o Waitangi as fundamental to the mahi we provide, address inequities that are within our system and deliver improved outcomes for the whānau and communities we serve.
- Lead the development of a regionally integrated approach to the provision of Mental Health and Addiction services.
- Work actively with the National MH&A leadership team, the Regional Leads and the Regional Clinical Leads for Mental Health and Addiction Services, to ensure nationwide coherency and leadership.
- Be committed to eliminating unwarranted variation and pursuing equity in access to Mental Health and Addiction services and outcomes utilising your communication, negotiating and influencing skills to build consensus amongst stakeholders.
- Alongside the Regional Lead, lead the region to improve and delivery the Mental Health national targets and quality metrics, to support improvements in the system and to deliver improved and more equitable access to services.
- Communicate effectively providing clinical advice and system thinking to support future planning.
- Represent the interests of Health NZ with relevant cross sector agencies seeking to collaborate and engage on shared areas of interest.
- Communicate with other agencies and academia for the delivery of audit and/or research.
- Contribute to the leadership of any subgroups or working groups as required by the Executive Regional Director
- Build and maintain relationships with other entities and engage regularly with the mental health and addiction sector, including but not limited to Platform; Whakarongorau; Mental Health Workforce agencies; Police; Corrections; Justice; the Office of the Ombudsman; Whaikaha; Te Hiringa Mahara (Mental Health and Wellbeing Commission); Te Tāhū Hauora (Health Quality and Safety Commission); Te Toihau Hauora, Hauātanga (Health and Disability Commissioner); and Manatū Hauora.
- Develop and maintain effective relationships with key inter-sector partners (i.e., Ministry of Social Development and Oranga Tamariki) who contribute to the psychosocial wellbeing of our communities.

Key Result Area	Expected Outcomes / Performance Indicators
Inspiring Leadership	<ul style="list-style-type: none"> • Describe the vision, direction and roadmap for the Region including its relationship with regional clinical, speciality services and locality provider networks. • Role model visible, inclusive leadership by embodying Te Mauri o Rongo in your own approach and foster the same across the Network. • Bring the Region’s perspective and nuances to the national leadership table. • Foster clinical leadership and listen to patient and whānau voice.

<p>Lead and embed regional operational service delivery</p>	<ul style="list-style-type: none"> • Lead the development and establishment of networked ways of working to integrate and optimise service delivery throughout the region. • Lead the development of clinical workforce plans for each professional group within the region, in partnership with the Commissioning team. • Leads the implementation of the regional Mental Health and Addictions Service Delivery Plan to unify service delivery throughout the region providing equitable access throughout the region. • Reviews and monitors service capacity vs demand and identification of opportunities for improvement
<p>Implementing national operational priorities</p>	<ul style="list-style-type: none"> • Communicate and leads Health NZ strategic direction and standards of care for implementation. • Contribute to National Service Delivery Operational Planning and Priorities bringing regional priorities and areas of opportunity. • Lead the implementation of the national service delivery models of care, standards of care and clinical service plans to reduce unwarranted variation.
<p>Performance uplift</p>	<ul style="list-style-type: none"> • Leads regional annual planning, and Mental Health and Addiction performance trajectories for Mental Health and Addiction services to meet national Mental Health targets • Leads monitoring, compliance and continual improvement plans across the region • Works alongside relevant Cultural Advisors and Hauora Maori Services to: <ul style="list-style-type: none"> ○ Maintain an oversight of the performance in relation to service delivery of Māori and Pacific services; ○ Monitor the performance of service delivery to Māori and Pacific people; • Uses national benchmarking data to analyse service performance, identify opportunities and implement service improvement • Monitors the quality and efficiency of Regional Mental Health and Addiction Services through national and regional Key Performance Indicators and effective quality and clinical risk management systems • Identifies significant risk and ensures appropriate actions are taken to mitigate.
<p>Nationwide leadership</p>	<ul style="list-style-type: none"> • Working alongside other key management and clinical leaders, including those in national positions as above and the co-chairs for the Mental Health & Addiction National Clinical Network, providing leadership for: <ul style="list-style-type: none"> ○ The development of national priorities and service delivery models ○ Development of Health NZ's strategic direction for provision of Mental Health and Addiction care ○ Clinical service planning ○ Integrated models to be applied within regions ○ Pursuit of equity and quality in the provision of Mental Health and Addiction services
<p>Te Tiriti o Waitangi</p>	<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
<p>Equity</p>	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships.

	<ul style="list-style-type: none"> • 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.
Team Development	<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.

Relationships

External	Internal
<ul style="list-style-type: none"> • District and regional stakeholders • Manatū Hauora • Private, Primary and Community providers • Those with lived experience • Whanau • Mental Health and Addiction workforce centres • Platform and Navigate • Mental Health and Addiction NGO sector • Other Government and national agencies 	<ul style="list-style-type: none"> • HSS Specialist Mental Health and Addiction leaders, clinicians and those with lived experience • Mentally Well Commissioning teams • Hauora Maori Services • National and regional mental health and addiction networks • Mental Health and Addiction operational sub-committee of ELT

About you – to succeed in this role

You will have

Essential:

- A relevant qualification and proven experience in mental health and addiction leadership
- At least 10 years experience working in the New Zealand public health system
- At least 3 years experience in a senior leadership role in the New Zealand mental health and addiction health system
- Demonstrated experience in leading improvement in service delivery and implementing and monitoring the impact of improvement
- Demonstrated experience of representing your organisation and profession in formal proceedings and in public settings
- Demonstrated experience in working in partnership with Māori, understanding the significance of and obligations under Te Tiriti o Waitangi, and applying Te Tiriti principles in a meaningful way
- Demonstrated experience in working collaboratively with lived experience and/or whanau leaders

Desired:

- Have experience of working with multiple stakeholders and developing and maintaining strong relationships, both internally and externally

You will be able to

Essential:

- Demonstrate a commitment to addressing equity for Māori and Pacific people
- Use your well-developed written and oral communication skills to persuade and influence, pulling together clear ideas and conclusion from complex technical information; then communicating these in a manner that is understood by the audience
- Display initiative, flexibility and contribute positively to the whole team
- Demonstrate ability to manage relationships at all levels and across organisations
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
- Able to 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 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.