

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Psychologist - Child Development Service
Reports to	Clinical Manager-Child Development Service
Location	Christchurch
Department	Child Development Service
Date	23-07-2026
Salary band (indicative)ⁱ	APEX Psychologists Collective Agreement Step 1-8
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provide high quality assessments for autism and/or Intellectual Developmental Disorder (IDD) which may result in diagnoses.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Assessment	- Provides appropriate, effective, objective and clear psychological formulations based on thorough assessment - Consider differential diagnosis for children with suspected Autism and Intellectual Developmental Disorder - Use of a wide range of assessment tools including psychometrics in a variety of settings including CDS clinic, home, and school. - Work collaboratively with the child, whānau and the multi-disciplinary team - All communication, correspondence, contacts, assessments, recommendations, are clearly and objectively documented in the child's clinical file in a timely manner in accordance with CDS policy and NZPB Code of Ethics. - Children and their whānau are referred to services as appropriate - Safe discharge and referrals provided as appropriate.

Teamwork	• Works as an active, positive, creative and supportive member of a multidisciplinary team • Engages in a collaborative service delivery approach with colleagues from the team and other services • Acknowledges, respects and utilises the skills and knowledge of colleagues from the team and other services appropriately. • Ensures that psychological skills, knowledge and professional perspectives are made available to assist colleagues in a positive, proactive and professional manner. • Participates as a member of the multidisciplinary team in the appropriate assessment, treatment and follow-up of children and their families/whānau • Clear lines of communication are effectively utilised and professional accountability for practice is demonstrated.
Ethical and Legal Practice	• Maintains the professional standards of the Code of Ethics for psychologists working in Aotearoa. New Zealand, 2002 • Complies with relevant legislative, regulatory, service and professional requirements. • Demonstrates knowledge of the legal requirements and responsibilities of the Children, Young persons and Their Families Act 1989. • Demonstrates knowledge of the legal and ethical requirements pertaining to informed consent and other procedures that may impact on the rights of Children and their families / Whanau. • Child and Family related information is managed according to the requirements of the Privacy Act 1993 (Health information and Privacy Code 1994). • Statistical information and data are regularly recorded and reported as required.
Innovation and 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. • Assumes responsibility for personal and professional / work education and development • Maintains and/or extends knowledge and skill base required for effective performance • Identifies any learning needs • Maintains annual professional registration and activity participate in Continuing Competency • Negotiates with management to attend appropriate education and training • Participates in own performance review annually

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
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.

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- [insert other matters which must be referred]

Relationships

External	Internal
• Tamariki and their whānau and/or caregivers • Early childhood centre and School staff • Lifelinks (Needs Assessment and Service Coordination) • NGO and other community organisations/support services • Oranga Tamariki • Ministry of Education staff • GP's and practise nurses	• Clinical Manager, Child Development Service • Child Health Psychology Practice Lead • Health Psychology Professional Lead • Child Development Service team members: Occupational Therapists, Physiotherapists, Social Worker, Kaitautoko, Speech Language Therapist, Dietitian, Psychologists,

• Child Development Service colleagues across New Zealand • Students and staff at University of Canterbury.	Allied Health Assistants, Administrators • Psychologists Working in Health group • Director of Allied Health, Christchurch Campus • Paediatricians and other medical staff at Christchurch Hospital • Autism coordinators, Child Development coordinator, and CNS Child Development • Tiaki Whānau, Child and Family Safety Service • Child Adolescent Family Mental Health Services • Chief of Allied Health Scientific and Technical Waitaha and Te Tai o Poutini • Other Te Whatu Ora Waitaha Managers / Team Leaders / Staff
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About you – to succeed in this role

You will have

Essential:

- New Zealand Post Graduate Diploma in Clinical Psychology, Child and Family Psychology, Educational Psychology or overseas equivalent
- Demonstrated clinical competence with children with disabilities and / or mental health issues.
- Registered as a Psychologist within the general, clinical, educational or neuropsychology scope.
- Current Annual Practising Certificate
- Commitment to upholding Te Tiriti in practice.
- Demonstrated experience of providing psychological assessment to children, young people and families.
- Excellent communication and efficient report writing skills.
- Ability to provide complex assessments independently (with support from team as needed)
- Full drivers' licence.

Desired:

- At least 3 years' clinical experience
- Knowledge of and experience with a range of up-to-date psychometric assessments and interviewing approaches.
- [Membership of New Zealand Psychologists Society / NZCCP.

You will be able to Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Demonstrate excellent time management and organisational skills
- Demonstrate the ability to work independently, as well as collaboratively within a multidisciplinary team
- Demonstrate the ability to work flexibly, proactively and innovatively to support the needs of the whānau in a neuroaffirming way
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ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.