

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	Team Leader MIT Cardiology 1.0 FTE			
Reports to	Service Manager			
Location	Christchurch			
Department	Cardiology			
Direct Reports	10		Total FTE	5
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR		Finance	Nil
Date	July 2026			
Salary band (indicative)ⁱ	Apex MIT Collective Agreement 01 July 2026-30 June 2028 Designated D			
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:

Key Result Area	Expected Outcomes / Performance Indicators
Service Delivery	The daily, weekly, monthly operation of the imaging service delivered from Cardiology Cath Labs, with a mix of acute, in and outpatients.
	Participate in the operational planning of service delivery to manage own team as part of an integrated Cardiology Service.
	Ensures the imaging team employ correct patient care principles.
	Equipment and staffing resources are managed efficiently to optimise productivity, meet imaging demand as planned, triaged, and protocolled.
	- MITs have a working understanding of protocols and procedures for the operation of equipment. - MITs have a working knowledge of all systems to ensure patient and clinical safety.

	• The MIT team members are competent in their performance of examination protocols and are appraised regularly both informally and formally. • All staff understand and adhere to safety procedures in the Cath Lab. • Staff are aware of all fire exits / procedures for management of staff and patients in the event of fire or other emergencies. • Clinical competency is maintained through regular clinical work. • MITs understand emergency protocols and know the whereabouts of emergency equipment. MITs must be able to initiate and implement emergency procedures until help arrives. • An on-call component to the delivery of service is required.
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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.

Culture and People Leadership

- Provides visible, effective leadership that aligns people, resources, and effort to organisational priorities and outcomes.
- Builds high-performing teams through coaching, development, succession planning, and a commitment to continuous learning.

- Creates an inclusive and engaging workplace where people are supported to contribute, grow, and succeed.
- Builds trusted relationships with stakeholders and works collaboratively to deliver sustainable outcomes.
- Fosters a culture of accountability, innovation, and continuous improvement, ensuring people and organisational performance support strategic objectives.
- Champions values-based leadership and promotes a positive organisational culture that supports wellbeing, performance, and service excellence.

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.

Relationships

External	Internal
• Equipment Vendors and maintenance engineers • Professional bodies • Health providers • Medical Representatives	• As required with patients and their support persons • MIT Team • Cardiologists, Nurses, and Cardiac Physiologists and all health professionals • CDU Booking Coordinator • CDHB clinicians and other staff • Maintenance staff • Medical Physics and Bioengineering • Students and other medical staff observing procedures. • Directors of Allied Health Scientific & Technical

About you – to succeed in this role

You will have

Essential:

- A New Zealand registered MIT with a minimum of five years' experience post qualification
- Demonstrated the ability to lead a MIT team efficiently and effectively.
- Excellent verbal communication skills and an ability to communicate to a wide variety of people in a manner appropriate to the individual.
- Be committed to their personal and professional development, and to the provision patient focused services.
- Demonstrate a team approach to work and a collaborative working relationship with the management team.
- 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.

- Leadership and supervisory experience
- Excellent time management and organisational skills and an ability to prioritise work.
- Ability to work under pressure.
- Ability to work well in a multidisciplinary team and be accustomed to working in a team environment.
- Have a genuine empathy with patients, the public and staff at all levels.
- Be an innovative thinker, who can adapt to changes in service delivery.

Desired:

- Cath Lab or Interventional Radiology experience preferable

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.
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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.