

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	National Nurse Lead
Reports to	Quality Manager and Clinical Lead, NEQIP
Location	Christchurch
Department	National Endoscopy Quality Improvement Programme (NEQIP)
Date	01/06/2026
Salary band (indicative)ⁱ	NZERNSG2

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:

Health New Zealand Canterbury has been contracted by Health New Zealand | Te Whatu Ora (HNZ-TWO) to deliver the National Endoscopy Quality Improvement Programme (NEQIP). The programme facilitates a co-ordinated approach to improving the quality of gastrointestinal endoscopy services across the Health New Zealand Districts by optimising patient focused endoscopy unit performance.

The national nurse lead is a key member of the NEQIP team, acting as a subject matter expert and delivering senior nursing leadership to ensure the delivery of strategic programme objectives. The nurse lead is a forward-thinking and collaborative leader who provides nursing expertise to the HNZ-TWO, National Screening Unit (NSU), National Bowel Screening Programme (NBSP) and the Endoscopy Guidance Group for New Zealand (EGGNZ).

Working closely with public sector Facilities across New Zealand, the nurse lead supports patient centred endoscopy quality and service improvement using the New Zealand Global Rating Scale (NZGRS) national framework of quality standards.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Expert/Leadership	- As a key member of the NEQIP team, act as a clinical subject matter expert and provide senior nursing leadership to ensure the delivery of strategic programme objectives - Provide nursing knowledge and expertise to the HNZ-TWO, NSU and the NBSP

	• Provide clinical and general advice to public sector Districts, including endoscopy, quality and management teams, ensuring a patient and family/whanau centred approach • Work closely with endoscopy teams across NZ, providing general and bespoke guidance and support in the ongoing self-assessment of services against the NZGRS Standards, completion of bi-annual censuses and the development and implementation of whole system quality improvement plans • Take a lead role in data analysis, with identification of national key quality trends and specific service issues and key reporting activity for the HNZ-TWO, EGGNZ and individual Districts/endoscopy units • Provide expert clinical advice and feedback to the EGGNZ and other key stakeholder groups including the New Zealand Society of Gastroenterology (NZSG) • With the Clinical Lead, co-lead the ongoing development of the NZGRS Standards, taking lead responsibility for nursing matters • Co-lead on the compilation and ongoing review/update of resource documents for the Resource Library, promoting the dissemination of evidence based best practice • Identify areas of potential development and improvement to the programme, leading on and assisting new developments as required • Act as role model and guide others in practice that is consistent with the principles of Te Tiriti o Waitangi
Communication and Engagement	• Work collaboratively with JAG UK to optimise and, where appropriate, align strategic approaches to service quality improvement • Network with the NBSP regional bowel screening centres to support DHBs to achieve and maintain NZGRS and NBSP quality standards • Strengthen the national profile of NEQIP to promote the programme, communicate and support the programme aims through presentations at key meetings and conferences • Contribute to the development and maintenance of the NEQIP website • Network nationally and internationally to identify key advances in endoscopy nursing practice
Research	• Foster an interdisciplinary approach to quality improvement, evidence-based practice and research • Assess system barriers and facilitators to support the effective integration of evidence into practice • Evaluate health outcomes and, in response, help shape nursing practice and service delivery. • Interpret and implement research findings relevant to the area of speciality practice
Education and Training	• Provide nursing knowledge and expertise to the ongoing development, delivery and evaluation of online NZGRS training programmes

	• With the Clinical Lead, provide bespoke training and support to new lead endoscopy service personnel • With the NEQIP Co-ordinator, co-lead a national ProVation User Group, contributing and co-ordinating expert nursing advice on an ongoing basis to the group • Assist in the development of promotional resource materials including PowerPoint presentations, conference posters
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
• Public sector Health New Zealand Districts including endoscopy unit teams, service management and quality leads. • Health New Zealand Te Whatu Ora • National Screening Unit • National Bowel Screening Programme regional managers, clinical leads and quality leads • The UK Joint Advisory Group on GI Endoscopy (JAG UK)	• Clinical Lead NEQIP • Programme Coordinator NEQIP • Portfolio Manager, Canterbury • Nurse Consultant NEQIP • Other Canterbury staff including Service Managers and Clinical Leads

About you – to succeed in this role

You will have

Essential:

- Registered with the Nursing Council of New Zealand
- Hold a current Nursing Council of New Zealand practising certificate
- At least five years working either within the relevant clinical speciality or relevant senior nursing role
- Experience and skill in senior nursing leadership and/or service management
- Expert knowledge of endoscopy nursing
- Experience in education and training
- Experience of managing change/service improvement
- High level computer literacy

Desired:

- Educated to Masters degree level
- Experience of working across organisational boundaries
- Experience in a national role

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 practice that is patient-, whanau- and family-focused
- Ability to work autonomously within the team
- Accept responsibility for actions
- Assist with quality improvement by being innovative and proactive
- Display a commitment to ongoing professional development
- Ability to prioritise and meet deadlines
- Excellent communication skills, including presentation, verbal, writing and listening skills
- Tact and instinct for diplomacy and ability to work collaboratively with multi-professional stakeholders
- A clinical role model for nurses and others
- Ability to support others to achieve and improve performance
- Excellent personal organisational skills
- Possess a strong sense of vision for developing the role

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.