

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	Staff Radiation Therapist
Reports to	Clinical Manager Radiation Therapy via Section Heads and Supervisor Radiation Therapists according to roster
Location	Christchurch Public Hospital, Waitaha Canterbury
Department	Cancer & Haematology Service
Date	30-07-2026
Salary band (indicative)ⁱ	Steps 1-9 of the APEX Radiation Therapist Collective Agreement
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:

Radiation Therapists (RTs) are integral members of the multidisciplinary team at the Canterbury Regional Cancer and Haematology Service, working together to deliver safe, accurate, and compassionate radiation treatment to patients. RTs are involved across the full treatment pathway — from localisation, planning, and delivery, through to patient education, assessment, and ongoing support.

Beyond direct patient care, RTs contribute to service development, quality improvement, and clinical education, while also supporting colleagues through leadership, collaboration, and knowledge-sharing. RTs are expected to take part in training and in-service programmes, as well as participate in the on-call and shift roster.

All Radiation Therapists employed by Te Whatu Ora – Waitaha Canterbury must hold

registration with the New Zealand Medical Radiation Technologists Board (MRTB) and maintain a current Annual Practising Certificate as a Registered Radiation Therapist.

This position description outlines the general nature and level of responsibilities for this role. It is not an exhaustive list of duties, and employees may be required to undertake other tasks as needed to support the service.

Our Radiation Therapist Team Values



Christchurch RTs equally prioritise support, growth, respect and caring for the wellbeing of ourselves, of our team, and of our patients and their whānau.

Key Result Area	Expected Outcomes / Performance Indicators
1. Provision of a pre- treatment and treatment radiation therapy service	- Delivers accurate, efficient, and well-documented simulation, planning, mould room, and treatment procedures. - Provides safe, high-quality care that supports optimal health outcomes for patients and their whānau. - Applies both theoretical knowledge and clinical experience to ensure evidence-based decision-making. - Adheres to all CRCHS policies, National Radiation Laboratory (NRL) codes of practice, and MRTB professional standards and registration requirements. - Communicates clearly, respectfully, and compassionately with patients, whānau, and members of the multidisciplinary team.
2. Professional practice and education	- Demonstrates effective organisation and prioritisation skills, managing multiple tasks to achieve high-quality outcomes. - Uses time, equipment, and resources efficiently to support safe and effective patient care. - Maintains clear, accurate, and accessible documentation and records. - Supports Team Leaders and Section Heads in monitoring and upholding high standards of professional practice. - Assists with the clinical training and on-going clinical assessment of the Radiation Therapy students under guidance from the clinical tutor. - Actively engages in ongoing professional development and encourages growth and learning within the team. - Maintains a current Annual Practising Certificate (APC) with the MRTB and upholds required core competencies.
3. Stakeholder engagement	Builds positive, respectful, and effective relationships with colleagues, patients, whānau, and external stakeholders across all levels of the organisation.

	- Establishes rapport and trust to support collaboration and high- quality care. - Communicates with diplomacy, tact, and cultural awareness in all interactions. - Manages challenging or high-tension situations calmly and constructively, maintaining focus on solutions and shared outcomes.
4. Continuous service improvement, innovation, and risk minimisation	- Actively contributes to a culture of continuous improvement, fostering shared learning and cohesive approaches across the service. - Identifies opportunities for enhancement and collaborates with colleagues and stakeholders to co-design innovative solutions that meet the evolving needs of patients, whānau, and the wider health system. - Participates in risk identification, mitigation, and reporting activities to ensure safe, high-quality care and service delivery.
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.

Relationships

External	Internal
• Patients, families/whānau and caregivers • Public • Patient Support Organisations • External health care providers involved with care and management of oncology patients [insert external relationships]	• All Radiation Therapy staff and Students • Radiation Oncologists and Registrars • Medical Physics Staff • Nurses • Clerical and Administrative Staff • Other multi-disciplinary team members involved with the care and management of oncology patients

About you – to succeed in this role

You will have

Essential:

- Qualification recognised by, and registration with, the New Zealand Medical Radiation Technologists Board in the Radiation Therapy scope of practice.
- Holder of a current New Zealand Annual Practising Certificate (APC) for Radiation Therapy.
- Developed technical skills in radiation treatment planning and delivery, including, brachytherapy, and radiation oncology patient management systems
- Commitment to ongoing professional development and continuous learning.

Desired:

- Ability to “work together” in a truthful and helpful manner
- Ability to “work smarter” by being innovative and proactive
- Accepts responsibility for actions
- Excellent interpersonal and communication skills
- Professional integrity
- Committed to quality outcomes and service development
- Ability to set and meet objectives

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.