

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	Clinical Nurse Specialist - Haemostasis
Reports to	Nursing Director Haematology/Oncology/Palliative Care, Ambulatory Care & Nursing Support Services (ND)
Location	Christchurch
Department	Haematology Service, Christchurch Hospital Campus
Date	14/07/2026
Salary band (indicative)ⁱ	Senior Designated Nurses GRADE 2
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:

The Clinical Nurse Specialist (CNS) provides leadership of nursing*, consistent with the wider inter-disciplinary team approach, that ensures best outcomes for tāngata whaiora and whanau. This is achieved through the fostering of a practice culture that is founded upon clinical excellence, teaching and research, equity and tikanga-informed nursing practice.

* nursing in this document refers to registered and enrolled nurses, along with mental health assistants.

Key Result Area	Expected Outcomes / Performance Indicators
Providing a nursing leadership voice	- Provides a nursing perspective in the area's model of practice delivery - Provides nursing advice to the multi-disciplinary team - Contributes to service and policy development - Contributes to projects, steering groups and consultation mahi - Contributes to investigations and processes as requested by the Nursing Director Lead of Service.
Leading the implementation of evidenced-based nursing	- Provides the nursing team with contemporary best-evidence for nursing practice with tāngata whaiora - Coaches nursing teams to integrate best-practice approaches into nursing care processes

practice within clinical decision-making	• In consultation with the Nursing Director and Service Leads, identifies and engages in local, regional and national health initiatives that aim to improve clinical practice • Carries out quality improvement processes (such as clinical audits) to improve clinical practice
Providing nursing leadership to nurses working with tāngata whaiora with complex needs	• Undertakes comprehensive clinical assessments of tāngata whaiora who have complex nursing care needs • Provides specialised clinical advice and guidance on the care of tāngata whaiora who present with complex nursing needs with anti-coagulation and bleeding disorders • Contributes a nursing perspective to the multi-disciplinary team to ensure best outcomes for tāngata whaiora with complex needs
Leading tikanga-informed nursing practice within teams	• Provides support and guidance to the nursing team to ensure that all practice is tikanga-informed • Role-models tikanga-informed practice within their own mahi • Leads activities to improve the recruitment, retention, development, and leadership opportunities of Māori kaimahi
Leading a values-based nursing team culture based on equity, inclusion and professionalism	• Leads initiatives to ensure that the tāngata whaiora voice is represented in all decision-making • Role-models practice that is professional, equitable and inclusive • Leads practice initiatives to ensure a practice culture that lessens health inequities for tāngata whaiora • Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff
Leading the implementation of nursing workforce development	• Leads practice initiatives to ensure a practice culture that lessens health inequities for tāngata whaiora • Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff
Providing liaison between the nursing team and other med/surg clinical areas, and local, regional and national health services	• Leads practice initiatives to ensure a practice culture that lessens health inequities for tāngata whaiora • Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff
Taking a leadership role innovation and improvement	• Leads practice initiatives to ensure a practice culture that lessens health inequities for tāngata whaiora • Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff
Demonstrating collaboration and relationship management	• Leads practice initiatives to ensure a practice culture that lessens health inequities for tāngata whaiora

	• Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff
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.

- Matters which pose a risk to tāngata whaiora safety or which may affect a nurse's ability to safely practice.
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Relationships

External	Internal
• Professional and industrial organisations • NGO's, Māori and community providers • Primary Care	• Staff of the Christchurch and wider campuses • Tāngata whaiora and their whanau or families • Service Leadership Teams

About you – to succeed in this role

You will have

Essential:

- A current Nursing Council of New Zealand RN practicing certificate.
- A minimum of three to five years of nursing experience post registration in a tertiary level specialist service e.g. cancer, surgical, medical or gastroenterology service. An in-depth knowledge of the health sector and issues affecting tāngata whaiora and equality of healthcare.
- Experience in implementing Te Tiriti o Waitangi in practice.
- Engagement with and receiving of clinical supervision.
- A relevant post-graduate qualification, with minimum of a post-graduate certificate (or working towards) in a relevant health field.
- Competent in information technology used in across the care continuum.

Desired:

- A Post Graduate level qualification in nursing or other relevant health field. Current membership of a nursing professional body.

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 an understanding of the significance and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing.
- Maximise the contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Demonstrate an ability to instigate and maintain positive working relationships with others.
- Proactively foster connections with other health professionals locally, regionally, nationally and internationally.
- Demonstrate self-awareness of your impact on people.
- Develop your own leadership practice.
- Demonstrate high standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- Applicants with a coagulation background, but those willing to learn are encouraged to apply.
- Lead change and service quality improvement initiatives.
- Deliver education and nursing development.
- Participate in and lead research to develop nursing practice.
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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.