

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 – Diabetes Paediatrics
Reports to	Charge Nurse Manager
Location	Christchurch
Department	Paediatric Outpatients
Date	17-08-2026
Salary band (indicative)ⁱ	NZNO Senior Nurse Salary Scale, Grade 2 Step 1
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:

To provide specialist, evidence-based and whanau/family-centred diabetes care to tamariki/children and rangatahi/young people, supporting them and their whānau to confidently and safely manage diabetes across hospital, community and educational settings. The role encompasses comprehensive clinical assessment, individualised diabetes education, management of diabetes technology, care coordination and advocacy to optimise glycaemic outcomes, promote self-management and enhance quality of life. The position also contributes to multidisciplinary collaboration, clinical leadership, service development, quality improvement and the implementation of evidence-based practice to strengthen paediatric diabetes care and outcomes.

Key Result Area	Expected Outcomes / Performance Indicators
Excellence in Clinical Practice	Effectively manage complex clinical care of tamariki with Diabetes diagnosis as a whanau centred approach for management and education to optimise positive health outcomes; work closely with those whanau with complexities due to inequity, vulnerability and accessibility to health care.
Education	Ensure that clinical education occurs within areas of practice and support is given to resource nurse ensuring that specific skills of team meet required standards; be a resource and support to nursing staff and others as relevant. Provide

	mentoring, advising, teaching, supervision or direction of other nurses.
Care Coordination/Case management	Education on process of management of Diabetes to: multi-disciplinary team members, referrers such as Inpatient areas, General Practitioners, Public Health Nurses, School Nurses; Tertiary educational providers and update and develop resources as required.
Leadership	Consistently demonstrate clinical leadership responsibilities, using an expert level of judgement, decision making and innovation.
Research	Use research and scholarship to bring about significant improvement to outcomes, presenting or publishing findings.
Equity	- Commits to helping all people achieve equitable health outcomes. - Shows a willingness to personally take a stand for equity. - Supports Māori-led and Pacific-led responses.
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.
- Security breaches and quality standard failures.
- Any matters which are not clearly identified or do not comply with Health New Zealand Te Whatu Ora Waitaha's adopted policies or procedures.

Relationships

External	Internal
• Patients and their families • Nursing Council of New Zealand • National Specialty Groups • Primary Health Care Practitioners • External providers of Health Care • Specialty Product Suppliers • Nursing Tertiary Education Providers and Students.	• Director of Nursing Services • Service Managers • Nursing Director • Designated senior nurses • Clinical Director • Medical staff • Nursing staff • Professional Development Providers • Allied Health Services • Te Korowai Atawhai • Family/Consumer Advisors

About you – to succeed in this role

You will have

Essential:

- Be registered with the Nursing Council of New Zealand
- Hold a current Nursing Council of New Zealand practising certificate
- At least 5 years working either within the clinical speciality or relevant senior nursing role
- Hold a current New Zealand Driver's Licence.
- Holds or is actively working towards a relevant Post-graduate Diploma, Diploma to be completed within an agreed timeframe

- Demonstrate advanced nursing skills comparable to senior nurse or expert PDRP level., demonstrate advanced clinical judgment and decision making, role modelling best practice
- Displays a high degree of confidence, assertiveness and motivation
- Demonstrate skills in nursing leadership
- Acts as a clinical role model for nurses
- Excellent communication skills
- Excellent personal organisational skills
- Computer literate
- Demonstrates practice that is patient and family focused
- Ability to work autonomously within the team
- Accepts responsibility for actions
- Assists with quality improvement by being innovative and proactive
- Displays a commitment to ongoing professional development
- Be prepared to undertake other duties as reasonably requested by Line Manager

Desired:

- Has obtained or working towards relevant Clinical Masters (NACNS 2009)
- Demonstrates ability to develop nursing standards and quality initiatives
- Demonstrates teaching, mentoring and coaching skills
- Demonstrate involvement in research that has changed nursing practice
- Senior Nurse competent PDRP portfolio

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 of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity

Desired:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
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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.