

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 – Allergy Paediatrics
Reports to	Charge Nurse Manager
Location	Christchurch
Department	Paediatric Outpatients/Outreach Service
Date	August 2026
Salary band (indicative)ⁱ	NZNO Senior Nurse Grade 2 Step 3
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:

Paediatric Allergy Clinical Nurse Specialist has a caseload of children who are showing signs and symptoms of Allergy. CNS works within the multi-disciplinary team to assess and diagnose allergy and then provide care and education to these vulnerable Tamariki and whanau around management of allergy symptoms and prevention. CNS works within hospital and community to educate and manage this life-threatening condition. Responsible for education of health professionals within Te Whatu Ora Health New Zealand as well as wider community such as GPs, Schools and preschools.

Key Result Area	Expected Outcomes / Performance Indicators
Excellence in Clinical Practice	Educate within Paediatrics - whanau of tamariki and rangatahi on managing anaphylaxis, work closely with those whanau with high complexities due to inequity, vulnerability and complexity.
Education	Education on process of management of Anaphylaxis to: multi-disciplinary team members, referrers such as General Practitioners, Public Health Nurses, School Nurses; Tertiary educational providers and update and develop resources as required.

Care Coordination/Case management	Paediatric Allergy Clinical Nurse Specialist has a caseload of children who are showing signs and symptoms of Allergy. CNS works within the multi-disciplinary team to assess and diagnose allergy and then provide care and education to these vulnerable Tamariki and whanau around management of allergy symptoms and prevention.
Leadership	Follow and develop best practise guidelines for Allergy assessment and diagnosis and follow up, Anaphylaxis management and education.
Research	Lead and participate in partnership with organisations outside Te Whatu Ora Health New Zealand Allergy educators.

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 • 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
- 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.

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.