

Position Profile | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Programme Lead – Regional Rural, Primary and Urgent (Te Waipounamu)			
Role ID				
Reports to	Operationally – Group Director Operations Te Tai o Poutini Professionally – Director, Workforce Planning & Development			
Location	Te Tai o Poutini West Coast			
Business Unit	West Coast			
Direct Reports	0-5		Indirect Reports	Many
Budget Size	Opex	Circa 10,000	Capex	Nil
Delegated Authority	HR	0	Finance	0
Date	June 2026			
Job band	SP22			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The Programme Lead – Regional Rural, Primary and Urgent (Te Waipounamu) will lead the regional implementation and delivery of all nationally supported health workforce programmes of work, projects and official plans.

The role will be Health NZ region specific, and will be focused on the health system workforce, in parts of the health system for that region, that sit outside of Health NZ organisation i.e. rural, primary and urgent.

The Programme Lead will establish the Te Waipounamu Rural Training Hub by co-ordinating local education and health agencies in co-design for a community of health education, in collaboration with regional workforce development initiatives and national bodies such as the Rural Health National Clinical Network.

The role is to be instrumental in enabling the Workforce Planning and Development team to deliver other Workforce Plan projects within a region that relate to rural, primary and urgent such as 3.5 Grow our GP and community medical workforce, 5.8 Supported entry to rural practice, 5.9 Increase rural hospital medicine specialist training and support.

The role will support initiatives from the Primary Care Tactical Action Plan (PCTAP) such as a primary care pathway for house officers, RMIP and RHIP programmes, and also expanded clinical placements for medical students from the new and current medical schools.

As part of the Workforce Planning and Development team, the role will work closely with all members of the team, and other workforce and clinical leaders across the health ecosystem, to ensure successful project implementation and delivery, integrating initiatives such as

those outlined in Hauora Taiwhenua's RuralFest to attract and retain skilled health professionals in all disciplines in rural areas.

It is expected that the role will have excellent relationships with workforce leads within Health NZ, workforce and educational leaders and wider health, education, MSD and local government sectors for system wide transformation

To achieve this the Programme Lead - Rural, Primary and Urgent (Te Waipounamu) will work:

- As a member of the Workforce Planning and Development team and they will contribute to collective leadership and influence, guide and support colleagues
- In partnership with both internal and external partners, and wider health stakeholder groups to achieve project and plan outcomes
- To demonstrate and drive thinking on regionally focused project implementation and engagement, and to enable teams to develop innovative forward-thinking solutions
- Across the health system to ensure strong and appropriate linkages within the region, between implementation projects, programme development, workforce funding
- To provide senior regional leadership for projects, working with others to ensure all work is well planned, using planning tools and methods
- In order to provide both strategic and tactical approaches to achieve results through high quality advice, reporting on progress-to-date, and meet monitoring requirements
- To provide regional specific advice on implementation, proactively identify and manage risks and issues associated with policy and project implementation
- To ensure all workforce implementation reflects our responsibilities to the priority of equity, inclusion and the need to meet Te Tiriti obligations
- To role model and lead the implementation of the Health NZ's desired culture and values within the wider Workforce Planning and Development team.

Key Result Area	Expected Outcomes / Performance Indicators
Strategic Project Delivery	• Lead key activities to deliver on the implementation plan(s) for the workforce planning and development team (and the WFP), including establishment of the Te Waipounamu Rural Training Hub • Provide leadership for the programme of work working with others to ensure all work is well planned, using work planning tools • Lead planning and delivery of student placement • Coordinate with education providers and academic programme leads to ensure student experience is academically robust • Coordinate the establishment and maintenance of mentoring and pastoral care for students • Is effective in enabling the workforce programme to deliver on its strategic objectives, especially in linkages between RTH and other rural workforce projects.
Relationship and stakeholder management	• Develop and manage effective high quality constructive relationships across Health NZ, Ministry of Health, and TEO • Influence workforce development through astute and strategic relationship engagement with key/senior sector stakeholders • Build and maintain effective working relationships and partnerships (internal and external) in order to identify and share best practice.
Te Tiriti o Waitangi	• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.

Equity	• Commits to helping all people achieve equitable health outcomes • Demonstrates awareness of colonisation and power relationships • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Shows a willingness to personally take a stand for equity • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	• Leads, nurtures and develops our team to make them feel valued • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally • Implements and maintains People & Culture strategies and processes that support an environment where employee experience, development, and performance management drive achievement of the organisation's strategic and business goals • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
Innovation & Improvement	• Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table • Models an agile approach – tries new approaches, learns quickly, adapts fast • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
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 the Director, Workforce Planning and Development

- As part of a monthly reporting cycle, all matters of relevance must be escalated to the Director, Workforce Planning and Development
- Any matter that represents a reputational, legal, financial risk for HealthNZ
- Any issue that has health, safety, material, time, cost, or resourcing implications outside of the scope of the role
- Any personnel matter that requires escalation for decision making
- All matters outside the delegated authority of the role.

Relationships

External	Internal
• Ministry of Health Manatū Hauora • Sector Workforce representatives • Regional TEOs • Primary Health Organisations • Iwi health providers • Hauora Māori Health providers • Minister and Minister's officials • Other Ministries, government departments and agencies	• Wider People & Culture leadership team and senior leaders • Workforce leads across the enabling functions • Clinical leads • Hospital & Specialist Services • Planning, Funding and Outcomes • Hauora Māori • NPHS • Pacific

About you – to succeed in this role

You will have

Essential:

- A relevant tertiary qualification and/or relevant health sector planning and delivery experience
- Extensive local and regional, health, education and local government relationships
- Live within the West Coast district and have engagement with the significant groups required for establishment of the Rural Training Hub
- Proven experience in leading, and delivering, programmes of work within dynamic, complex environments
- Strong interest in pastoral care and academic mentoring
- Ability in achieving decision-making “consensus” amongst groups with differing views
- Excellent interpersonal skills with the ability to foster good stakeholder relationships

- Demonstrated commitment and understanding of how to ensure Te Tiriti o Waitangi is at the heart of this work.

Desired:

- Sound judgement, discretion, and proven ability to work under pressure
- Strong communication skills – experienced in effectively delivering to stakeholders, agency executives and Ministers
- Advanced knowledge of working within the health and/or education sectors of New Zealand.

You will be able to

Essential:

- 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
- Demonstrate strong relationships with relevant education providers, healthcare organisations, and individual students
- 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 the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
- With the support of Health New Zealand | Te Whatu Ora, you will proactively take care of your own health and safety, to ensure a safe and supportive work environment.

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.

SELECTION CRITERIA

Critical knowledge, skills and attributes, including specific cultural and/or language requirements

1. Can demonstrate responsibility at a leadership level, leading and managing multi-disciplinary teams, including building capability, enhancing performance and promoting collaboration.
2. Extensive programme delivery experience with proven record in leading large-scale programmes of work within a dynamic, complex environments, including strategic planning, resource allocation and risk management that delivery on organisational objectives.

	3. Previous responsibility at a leadership level for developing, maintaining and influencing effective relationships and partnerships across sectors and organisations 4. Successful experience building a team culture in which people proactively try new approaches, learn and develop and find ways to continuously improve in their area of expertise. 5. Leveraging Diversity - experience putting into practice the expectations outlined in Te Tiriti o Waitangi in their position.
<i>Essential qualifications, certifications and/or professional registrations required</i>	• A relevant tertiary qualification and/or relevant health sector leadership experience