

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, Gerontology. Community Older Persons Health Team		
Reports to	Nursing Director, Population Health, Older People		
Location	Canterbury, Waitaha		
Department	Older Persons Health & Rehabilitation		
Direct Reports	0	Total FTE	1.0
Date	24/08/2026		
Salary band (indicative)ⁱ	Grade 2 Step 1-3		
Children's Worker roleⁱⁱ	No		

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 Clinical Nurse Specialist (CNS) works within a clinical specialty acting in the roles of practitioner, leader, educator, consultant, researcher, change agent and specialist care coordinator in the pursuit of clinical excellence and improved health outcomes for the defined client population within the Older Persons Health Service.

CNS' are recognised internationally as expert practitioners, having in-depth knowledge of a speciality that results in expanding boundaries of nursing practice and the implementation of evidence-based practice and clinical research. (Austin & Luker, 2005; NACNS, 2009).

Clinical practice is central to the CNS role, however, to influence and improve nursing practice it is essential the role is underpinned by the competencies as outlined in the job description below. Due to the diversity of the CNS role, key accountabilities and key performance indicators will vary according to patient/population and service needs.

Key Result Area	Expected Outcomes / Performance Indicators
Promote excellence in nursing practice	- Provide advanced gerontology nursing knowledge and health assessment skills in relation to the management of client care within the community older persons health (OPH) setting. - Role model and guide others in nursing practice that is consistent with the principles of the Treaty of Waitangi.

	• Be a professional nursing support to others in their assessment, clinical decision-making, implementation, evaluation, and documentation of care. • Role model expert evidence based clinical practice, that is seen as highly effective, progressive and knowledgeable. • Guide, support and act as a resource both internally and externally on the health of older adults in the community. • Network locally, regionally and nationally to identify and implement nursing advances and changes in practice. • Identify opportunities for health & wellness supports and initiatives for older adult populations.
Complex case management	• Promote a client-centered framework, working alongside the client, whanau, and other health professionals to provide timely care to attain, promote, maintain and/or restore health. • Provide nursing support and critical thinking opportunities to other team members for complex cases, including psycho-social factors. • Provide nursing case management for specific patient cohorts as identified by the service leadership team, for example, clients with long term neurological conditions. • Coordinate complex client care utilising organisational and community resources to enhance delivery of care and optimal client outcomes. • Evaluate the results of interventions, revises the plan of care, and initiates appropriate and timely consultation and/or referral with relevant services/agencies when required.
Leadership	• Establish collaborative relationships and promotes effective transfer of information and across services, hospitals, primary and secondary health to ensure patient safety and continuity of care. • Demonstrate knowledge and skills in communication, advocacy, negotiation, and conflict resolution. • Develop and maintain high trust and respect with colleagues. • Acknowledge, utilise and empower other team members expertise and confidence. • Provide information and advice to other health professionals and key stakeholders to ensure continuity of care and transfer of information as patients move across care boundaries. • Proactively raise challenges and risks affecting client care including transfer/discharge. • Develop and maintain functional relationships with relevant health professionals. • Have connections with OPH colleagues at a local and regional level.
Education and research	• Provide clinical guidance and mentoring to nursing and allied health colleagues. • Participate in the planning and delivery of the community nursing education plan in conjunction with fellow nurse specialists and the community leadership team.

	• Support nurse leads for community student nursing placements and promote the community setting for SYFP positions. • Act as a resource person and provides educational information for clients, whanau and health professionals. • Demonstrate the ability to interpret and implement research findings relevant to the health of older people. • Foster an interdisciplinary approach to evidence-based practice and research. • Engage in and promote research relevant to the speciality, as applicable.
Quality, risk and continuous improvement	• In conjunction with Nursing Director, Clinical Managers and Service Manager, develop the role to meet professional and organisational needs. • Support a culture of evaluation and promote ongoing quality and continuous improvement (QI & CI) of community nursing practice. • Participate in reviewing developing current policy, procedures and standards using a best practice approach. • Conduct, monitor and facilitate clinical audits, relevant to community OPH to ensure quality health outcomes. • Promote innovative approaches to achieve best client care and nursing practice by providing nursing leadership in relation to the design, implementation and evaluation of process improvement initiatives. • Evaluate health outcomes and help shape nursing practice and service delivery. • Assist in facilitating change and quality improvements in liaison in conjunction with the community leadership team. • Be familiar with and apply appropriate divisional and organisational policies and procedures. • Provide monthly reports to the line manager and wider OPH team as required. • Demonstrate a commitment to risk identification, mitigation and management.

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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
Community Providers • General Practices • Aged Residential Care facilities • Tertiary institutions & education providers • Age Concern • Dementia Canterbury • Other relevant NGOs	• Community OPH Team members- Nursing & Allied (CGN,CA,CNS,GNS) • Nursing Director, Older Persons Population Health • Director of Nursing, Older Persons Health & Rehabilitation (OPH&R) • Clinical Managers • Service Manager, Community OPH&R • Clinical Director • Community Geriatricians • OPMH Nurse Consultant • CREST Teams • Associate Director Allied Health • Community Team administrators • Burwood Hospital • Christchurch Hospital

- Planning Funding & Outcomes, Older People
- West Coast CNS & GNS]
- Nursing Workforce Development Team

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.
- Hold at least five years working with older adults in a primary, community or secondary setting.
- Hold or be actively working towards a relevant Post-graduate Nursing Diploma. Ideally including advanced health assessment.
- Ability to work autonomously with advanced nursing skills comparable to senior nurse or expert PDRP level.
- Demonstrate skills in nursing leadership and acts as a clinical role model for nurses.
- Displays a high degree of confidence, communication skills, organisational skills, and personal motivation.
- Confident computer & technology skills.
- Full driving licence with no restrictions.

Desired:

- [Demonstrate ability to develop nursing standards and quality initiatives.
- Demonstrate teaching, mentoring and coaching skills.
- Demonstrate involvement in research that has changed nursing practice.

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.
- Maintain own clinical competence within specialty area of older persons health.

- Develop and maintains a professional portfolio (Senior Designated Nurse or Expert level).
- Keep up to date nationally and internationally to maintain knowledge of trends and developments in the health of older people.
- Attends educational opportunities and conferences relevant to role and scope of practice.
- Participate in an annual performance appraisal and regular performance conversations.

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.