

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	Advanced Clinician – Speech Language Therapist
Reports to	Clinical Manager - Community OPMH Team
Location	Canterbury
Department	Older Persons Mental Health – Community Team
Date	August 2026
Salary band (indicative)ⁱ	Allied, Public Health, Scientific & Technical Collective Agreement, Designated Positions Scale, Grade B 1-3
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:

The Older Persons Mental Health (OPMH) Community Team provides interdisciplinary care to older adults with complex mental health conditions.

The role of the Advanced Clinician - Speech Language Therapist is to provide safe and clinically effective client assessment and intervention, with demonstration of advanced knowledge and skills to support the management of complex OPMH clinical presentations. This role may also have responsibility for providing clinical leadership within the team or service, which assists in developing the clinical capability of others.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	- Management of a clinical case load, primarily focusing on provision of basic and specialised clinical advice or information in relation to the care or education of tāngata whaiora directly, or through other staff members. - Completing assessments of clinical care needs (including diagnosing), development, consultation and implementation of clinical care/interventions or therapy programmes. - Effectively planning and managing own clinical and non-clinical time, while working with other internal and external

	tāngata (stakeholders) and supporting formal and informal programmes of education or training. • Following national, regional or organisational policies, legislation and initiatives, and taking appropriate actions. Includes facilitating colleagues understanding and integration of these, as appropriate.
Service Improvement and Research	• Involvement in service and policy development by commenting and proposing changes, with a potential requirement of creating and/or actively implementing evidence based clinical policy within the, department, service, directorate or organisation. Includes supporting staff to participate in and contribute to quality improvement activities. • Carrying out clinical audits, participating and supporting research and development, clinical trials and equipment testing. • Contributing to identification of targets and goals for a department, division, service area or organisation and supporting corresponding informatics processes. Includes data gathering and reporting. • Supporting projects and project-related work, participation in steering groups and consultation processes • Contributing to the development, review and promotion of care pathways for people requiring restorative care/reablement/rehabilitation through a range of interventions.
Teaching and Learning	• Supporting and enabling education of staff through effective learning needs analysis, skills sharing and delegation framework implementation, both within the Allied Health profession and inter-disciplinary teams. • Enabling clinical or non-clinical skills development in one on one or group settings, including support of recruitment and workforce development components, orientation, mentoring & coaching of new staff
Leadership and Management	• Acting as an advanced practitioner in the field, delivering professional leadership and supervision of clinical activity and practice. • Includes provision of advanced clinical advice, consultation and support to clinical practitioners, while working within professional or occupational policies and being accountable for own professional actions. • Providing clinical, professional and/or cultural leadership and/or supervision of staff and students across teams, departments or service area • Demonstrating an understanding of the fiscal implications of clinical decisions and acting accordingly.

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.
- Concerns identified during contact with clients/whānau/carers/providers
- Role expectations, personal training and development requirements
- Changes that may impact your ability to perform your role
- Health and safety concerns
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Relationships

External	Internal
• Tāngata whaiora and their whānau • Other professional colleagues across the Canterbury region and nationally (and internationally as appropriate) • Relevant training institutions • Support Groups • Professional Associations and Regulatory Authorities • Consumer Groups, family-whānau groups • Other stakeholders e.g. NGOs, government departments and agencies, e.g. aged care • Mana whenua ki Waitaha • Local Iwi • Union Partners	• Service, Clinical and Case Managers and Leaders • Chief Allied Health Scientific & Technical (CAHST) and Director of Allied Health • New entry, Professional, Advanced, and Consultant Professionals • Allied Health Educators, Coordinators and Professional Leaders • Nursing and Medical professionals and leaders • Union Delegates

About you – to succeed in this role

You will have

Essential:

- Minimum a Bachelor degree in the relevant profession.
- NZ Registration with the relevant professional body.
- A current Annual Practicing Certificate with the relevant professional body and scope of practice.
- Minimum 5 years of clinical practice with minimum of 3 years of clinical work experience in the relevant field of specialty and environment.
- Experience with clinical teaching/supervision, training and development of staff.
- Experience making judgements in complex situations where there is incomplete information or solutions are not obvious.
- Experience in people leadership and/or management.
- Experience in quality /service improvement activities.
- Knowledge of NZ Health & Disability sector standards and the Privacy Act within a health context.

Desired:

- Full Drivers Licence.
- Advanced experience, education and/or qualification in the area of specialty that is applicable to the role.
- Relevant postgraduate qualification or working towards one

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.
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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.