

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

Title	Nurse Educator – Dementia & Delirium			
Reports to	Nursing Director - OPH			
Location	Burwood/Ashburton and Rural Health Services			
Department				
Direct Reports	Nil		Total FTE	0.8
Budget Size	Opex	No budget allocated to role	Capex	No budget allocated to role
Delegated Authority	HR	Nil	Finance	Nil
Date	July 2026			
Job band (indicative)	Health NZ and NZNO Collective Agreement Designated Senior Nurses Grade 1 Step 2			

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 Nurse Educator provides/coordinates nursing education, consistent with the latest evidence-based research, that ensures best outcomes for tāngata whaiora and whanau. This role has a particular focus on Gerontology, Dementia and Delirium.

This is achieved through the fostering of a practice culture that is founded upon clinical excellence, teaching and research, equity and tikanga-informed nursing practice.

Role Responsibilities	Expected Outcomes / Performance Indicators
Promote the enhancement of clinical practice and the development of knowledge and skills for Nursing staff	• Provides nursing advice to the multi-disciplinary team. • Contributes to nursing knowledge and skill development. • Identifies and introduce advancements in nursing knowledge, relevant trends and changes in best practice for nurses. • Shows effective nursing leadership and consultancy with an educational focus. • Have a demonstrated understanding of the principles of adult teaching and learning and evidence of effective teaching skills.
Leading the education of evidenced-based nursing practice in Gerontology, Dementia & Delirium	• Assess, plan, implement and evaluate educational programmes designed to promote best practice. • Provides nursing teams with contemporary evidence-based approaches for nursing practice with tāngata whaiora and supports implementation in practice. • Contributes to projects, steering groups and consultation mahi • Carries out quality improvement processes through education to improve clinical practice. • In consultation with the Nursing Director - OPH, identifies and engages in local, regional and national health initiatives that aim to improve clinical practice.
Providing nursing leadership to nurses working with tāngata whaiora with complex needs	• Provides specialised clinical advice and guidance on the care of tāngata whaiora who present with complex nursing needs. • Contributes a nursing perspective to the multi-disciplinary team to ensure best outcomes for tāngata whaiora with complex needs. • Lead and develop competency and capability of nurse working with Older People. • Role model and lead clinical excellence by working alongside nurses in clinical practice. • Contributes to system change to improve health outcomes through evidence-based practice.
Leading tikanga-informed nursing	• Provides support and guidance to the nursing team to ensure that all practice is tikanga-informed

practice within teams	• Role-models tikanga-informed practice within their own mahi • Leads activities to improve the recruitment, retention, development, and leadership opportunities of Māori kaimahi
Leading a values-based nursing team culture based on equity, inclusion and professionalism	• Role-models practice that is professional, equitable and inclusive • Leads practice initiatives to ensure a practice culture that lessens health inequities for tāngata whaiora. • Demonstrates leadership in the development of a nursing (and wider-team) culture of support, respect and inclusiveness of all staff. • Fosters a culture where individuals are encouraged to share their suggestions on how to improve and enhance practice.
Leading the implementation of nursing (including nursing students) workforce development	• Role-models an understanding of Health New Zealand workforce development initiatives and assists nurses to apply these to their practice. • Plan and review orientation programme for new staff. • Develop and implement education that supports the varied and specific learning needs of the staff in the clinical setting. • In conjunction with clinical nurse specialists, develops and implements workforce development initiatives to support nurses' and student nurses' development.
Demonstrating collaboration and relationship management	• Role-models positive collaborative relationships. • Coaches nursing staff to have positive individual and team relationships and share knowledge with others. • Works with peers in Hauora Māori Team, and other cultural supports to ensure the voice and direct aspirations of Māori and Pacific people are reflected in planning and delivery education for staff.

Matters which must be referred to the Charge Nurse Manager

- Matters which pose a risk to tāngata whaiora safety or which may affect a nurse's ability to safely practice.

Relationships

External	Internal
• Professional and industrial organisations • Education providers • NGO's, Māori and community providers • Primary Care	• Older Persons Health Service/Ashburton Rural Health Services • Tāngata whaiora and their whanau or families • Hauora Māori Team – OPH&R • Service Leadership Team

About you – to succeed in this role

You will have

Essential:

- A current Nursing Council of New Zealand RN practicing certificate.
- A minimum of three years of nursing experience post registration in Gerontology/Dementia and Delirium.
- Have a demonstrated ability to contribute to the professional development of nursing staff.
- Have a commitment to ongoing development of nursing skills.
- Have effective communication skills and professional manner and presentation.
- An in-depth knowledge of the health sector and issues affecting tāngata whaiora and equality of healthcare.
- Experience in implementing Te Tiriti o Waitangi in practice.
- A relevant post-graduate qualification (or working towards), with minimum of a post-graduate diploma in a relevant health field.

Desired:

- A Masters level qualification in nursing or other relevant health field.
- Current membership of a nursing professional body.

You will be able to Essential:

- Demonstrate an understanding of the significance and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing.
- Maximise the contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Deliver education and nursing development.
- Demonstrate an ability to instigate and maintain positive working relationships with others.
- Proactively foster connections with other health professionals locally, regionally, nationally and internationally.
- Demonstrate self-awareness of your impact on people.
- Develop your own leadership practice.
- Demonstrate high standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

Desired:

- Lead change and service quality improvement initiatives.
- Participate in and lead research to develop nursing practice.

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 your line manager and professional lead.