

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	Anaesthetic Technician/RNAA Clinical Coach
Reports to	Charge Anaesthetic Technician
Location	Christchurch
Department	Anaesthetic Technician/RNAA Department
Date	17-07-2026
Salary band (indicative)ⁱ	PSA/APEX Designated Band A
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:

Support the journey of practitioners into the department and profession; supporting the growth and capability of each individual that chooses to practice in Waitaha. Acts in a preceptor or support role, providing guidance, clinical /technical education and feedback focusing on the learning needs of individuals by supporting the growth of clinical capabilities amongst all staff and trainees.

The role has two main areas of focus –

Work clinically with RNAA trainees, locum staff, Internationally Qualified Staff, New Graduate Anaesthetic Technicians, New Zealand trained staff new to Waitaha, as well as growing the capability of staff on their journey of clinical growth. Responsibilities include acting either in a preceptor or support role, providing guidance, clinical education and feedback.

The clinical coach works in collaboration with the Charge Anaesthetic Technician, Team Leaders/Coordinator of the day, Professional Development Coordinator, Clinical Centre Lead ensure the needs of our new staff are met.

Support for professional development coordinator and clinical educator

Supporting clinical education and professional development for anaesthetic technicians and providing continuity of service during planned and unplanned leave.

Key Result Area	Expected Outcomes / Performance Indicators
Coaching and Leadership	• Work collaboratively with AT/RNAA leaders to develop, support and sustain a confident, competent and skilled workforce • Provide skilled clinical education, support, coaching and guidance based on contemporary, responsive evidence-based best practice to identified staff to optimise health outcomes of patients/clients • Demonstrate effective coaching/clinical education through utilising adult learning principles • Coach staff to utilise risk and hazard reporting systems that support quality improvement with patient and staff safety • Coach staff to maintain clear, concise, timely and accurate documentation records within legal and ethical framework • Coach staff to be a reflective practitioner to support self-awareness, development and self-directed learning • Role model, enhance and promote anaesthetic assistant practice and contribute to the development of the profession within the role • Demonstrate effective verbal and written communication with staff and colleagues to facilitate optimum outcomes • Ensure effective liaison with staff to co-ordinate and enable coaching opportunities • Communication of issues to the appropriate staff adhering to the correct line of reporting is role modelled to staff to facilitate timely alert to issues of concern or requirements for professional support and development in alignment to Te Whatu Ora values
Familiarisation of trained staff to Waitaha facilities and processes	• New staff are familiarised to our facilities and have the requisite access to all resources required to effectively deliver their duties. Orientation includes supervised exposure to key work areas • Locum staff are familiarised to our facilities and have the requisite access to all resources required to effectively deliver their duties
Supervision and Support	• RNNA's are fully supervised for the initial part of their training. Regular working with RNAA's ensures oversight of their training progression and helps to tailor learning and clinical experience to meet their training needs • In relation to New Graduates - Ensure supervision requirements and support are provided for staff during their supervision period. Regular working with new graduate staff ensures oversight of their integration into Anaesthetic practice and helps to tailor learning and clinical experience to meet their needs • In relation to Overseas Qualified Staff requiring MSC mandated supervision - Ensure supervision requirements and support are provided for staff during their supervision period. Regular working with internationally qualified staff ensures oversight of their integration into New Zealand

	Anaesthetic practice and helps to tailor learning and clinical experience to meet their needs
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.
 - Operational issues
 - Performance or competence concerns
 - Situations that place patients, staff or yourself at significant risk without support
 - Professional issues
 - Clinical standards failure
 - Competence concerns
 - Workforce issues
 - Fitness to practice issues
 - Health & Safety concerns

Relationships

External	Internal
• Technical Services - Electronics, Engineers • Other Departments • AUT, Southern Cross/RNAA Programme provider • Medical Sciences Council	• Charge Anaesthetic Technician, Team Leaders and Anaesthetic Technicians, Anaesthetic Professional Development Coordinator/Educators • Anaesthetists • Periop Nurse Manager / Theatre Nursing Coordinator • Theatre Team members – Surgeons, PACU, Operating Dept Assistants, Nursing staff • Other multi-disciplinary team members involved with the care and management of patients in the peri-operative service • Clinical Engineering Dept • Service manager for Anaesthesia • Clerical and Administrative Staff

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Anaesthetic Technician/RNAA or relevant international qualification
- New Zealand registered or eligible for NZ registration with the Medical Sciences Council
- Current APC
- Wide experience and knowledge of Anaesthetic practices

Desired:

- Minimum 3 years post qualification experience (essential if overseas qualified)
- Experience in all anaesthetic practices for all surgical specialties

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.