

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 Team Leader
Reports to	Charge Anaesthetic Technician Department of Anaesthesia
Location	Christchurch
Department	Anaesthetic Technician Department
Date	08-09-2026
Salary band (indicative)ⁱ	Allied Health Designated Salary Scale Grade B 1 – 3. NZNO Senior Designated Nurses Grade 1 Steps 1 – 2
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:

In collaboration with the Charge Technician and other Anaesthetic Technician Clinical Coordinators, collectively coordinate and deliver the Anaesthetic Technician service on a daily basis.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Leadership	- Provide leadership and education to the team of Anaesthetic Technicians - Assist the Charge Anaesthetic Technician with the day to day operation of the service - Has an ongoing commitment to continuous quality improvement in the delivery of Anaesthetic Technician services - Participates in the role of leading the Anaesthetic Team on a daily basis - Jointly responsible for staff development, education, duty rostering, daily allocation of staff and providing the required on call services. - Responsible for team members' performance appraisals - Responsible for ensuring that team members adhere to the Health NZ policies and procedures.

	• Fulfils their individual 'Portfolio' requirements.
Clinical Expertise	• Continue providing in a professional manner skilled clinical and technical assistance to the anaesthetist.
To maintain professional development (self and others)	• Responsible for own professional development, ensuring APC requirements are met. • Provides coaching and mentoring of staff and is involved in the precepting or trainees and students. • Ensures compliance with Health New Zealand Waitaha Canterbury professional requirements. • Models clinical and professional competencies at a level of an experienced practitioner. • Maintain a current knowledge of relevant issues, trends and practices in operating rooms and anaesthesia services. • Participates in education and planning processes. • Maintain and/or extend knowledge and skill base required for effective performance. • Participate in own annual performance review. • Promote effective teamwork and collaborative relationships within the multi-disciplinary team and across health care settings to achieve best health outcomes.
Continuous Quality Improvement	• Contributes to and participates in clinical policy development. • Demonstrates commitment to quality improvements, risk management and resource utilisation, within the area of supportive anaesthetic and perioperative clinical practice. • Participates in clinical audit processes and evaluates the effectiveness, efficiency and safety of technical support within the area of clinical speciality practice. • Acts to identify and minimise organisational risk. • Actively contributes to evidence-based practice as required by the regulatory authority and clinical effectiveness within service. • Supports/contributes to the research activities of Health NZ Waitaha Canterbury where able. • Facilitates/contributes to the trial of new equipment and procedures.

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

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

Refer the below to the Charge Anaesthetic Technician:

- 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	• Charge Anaesthetic Technician, Team Leaders and Anaesthetic Technicians • 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 qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Anaesthetic Technician/ RNAA or relevant international qualification
- Registration as an Anaesthetic Technician by the Medical Sciences Council of New Zealand, or, registered nurse having completed a recognised vocational pathway to practice is an RNAA.
- Current Annual Practising Certificate, with no limiting conditions to practice.
- A minimum of three years clinical experience in a related field.
- Wide experience and knowledge of Anaesthetic practices

Desired:

- [Experience in implementing Te Tiriti o Waitangi in action.
- Have proven leadership skills.

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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Desired:

- [Have demonstrated acceptable knowledge and management / leadership skills in regard to the provision of anaesthetic technician service.
- Have good verbal, written and interpersonal communication skills.
- Demonstrates accountability for their practice
- Demonstrate a commitment to providing a quality service.
- Ability to 'work smarter' by being innovative and proactive]

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.