

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 Clinical Dietitian – NICU
Reports to	Clinical Manager, Nutrition & Dietetics
Location	Christchurch Health Campus
Department	Nutrition & Dietetics
Date	September 2026
Salary band (indicative)ⁱ	Allied, Public Health, Scientific & Technical Collective Agreement, Designated B
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 Advanced Dietitian in NICU is responsible for providing advanced clinical dietetic assessment, and intervention for neonatal patients with complex nutritional needs within the Neonatal Intensive Care Unit and related paediatric services. The role provides clinical support in neonatal and infant nutrition, contributes to multidisciplinary care planning, and promotes evidence-based practice to optimise growth, development and clinical outcomes for infants and their whānau.

The position has a strong focus on advanced clinical practice and service development, while also contributing to quality improvement, education, clinical supervision and workforce development activities. The Advanced Dietitian provides professional leadership and support to dietetic colleagues, students and other health professionals and contributes to the ongoing development of neonatal nutrition services.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• Provides assessment and management of infants with complex nutritional requirements within NICU and neonatal services. • Independently manages a specialised caseload, applying clinical reasoning and decision-making. • Delivers nutrition care that reflects current evidence and recognised standards of neonatal practice. • Participates in multidisciplinary care planning and discharge coordination.
Clinical Support	• Provides clinical guidance, mentoring and supervision to dietitians, new graduates and students. • Supports orientation and ongoing capability development of staff working within neonatal services. • Contributes to education sessions and competency development activities. • Supports implementation of professional standards and clinical governance processes. • Promotes reflective practice and continuous learning.
Quality Improvement & Service Development	• Participates in quality improvement projects within NICU and paediatric nutrition services. • Contributes to review and implementation of clinical guidelines, protocols and pathways. • Supports collection and interpretation of service and clinical outcome data. • Participates in clinical audit activities. • Supports implementation of evidence-informed practice changes.

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.
- Significant clinical risks impacting patient safety.
- Complex ethical or professional practice concerns.
- Clinical incidents, complaints or adverse events.
- Resource, staffing or service delivery issues impacting service provision.
- Matters outside delegated authority, scope of practice or professional competency.
- Referred to the Clinical Manager Nutrition & Dietetics and/or relevant senior clinical leader as appropriate.

Relationships

External	Internal
- Infants, parents, caregivers and whānau - Community care providers - Universities and Dietetic Students	- Nutrition & Dietetic Team - NICU Medical Staff - NICU Nursing Staff - Allied Health Professionals - Wider paediatric service

About you – to succeed in this role

You will have

Essential:

- NZ Registered Dietitian with current APC
- Minimum 5 years post-registration clinical practice.
- Minimum 3 years experience in neonatal and/or paediatric practice
- Demonstrate ability to manage complex clinical presentations.
- Knowledge of Te Tiriti o Waitangi and commitment to equitable health outcomes

Desired:

- [Experience in providing clinical support and education to staff and students.
- Experience in participating in quality improvement initiatives.

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.