

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	Clinical Director - Anatomical Pathology Dept
Reports to	Chief of Pathology
Location	Christchurch Hospital Campus
Department	Anatomical Pathology

Direct Reports	30	Total FTE	approx 24
Budget Size	Opex nil	Capex	nil
Delegated Authority	HR nil	Finance	nil
Date	15-09-2026		
Salary band (indicative)ⁱ	Not applicable		
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 Clinical Director Anatomical Pathology will work in partnership with the Chief of Pathology and Laboratories to lead the service in delivering clinical scientific services, in keeping with the agreed strategic direction, in response to referrer, client and patient requirements and within the financial parameters. The Clinical Director Anatomical Pathology is responsible for developing the operational capabilities of the clinical team and establishing a collaborative and functional team focus within a culture that reflects a willingness to embrace quality service delivery, innovation and change.

Key Result Area	Expected Outcomes / Performance Indicators
1	Managing the overall clinical output from the Anatomical Pathology Dept

2	Ensure the distribution of clinical staffing into specialist reporting areas (Green Teams) reflects the service needs of the Anatomical Pathology Dept and its referrers
3	Ensure a fair and equitable distribution of clinical work occurs across the clinical staff
4	Ensure clinical reporting with respect to agreed productivity and quality standards occurs across the clinical staff
5	Oversee rostering, leave management planning and absence cover for the clinical staff
6	Leading workforce planning, recruitment, and professional development for the clinical staff
7	Manage the clinical staff in accordance with Health NZ policies and procedures
8	Participate and contribute to work nationally to align Health NZ pathology operations through the National Clinical Network and other forums
9	Oversee the accommodation changes and allocation of offices as affects the clinical staffing
10	Working across the clinical systems, look for work improvements, and standardisation to reduce variation and waste whilst retaining patient centred care
11	Provide a supportive clinical environment by having active conversations around learning and development programmes with appropriate record keeping, relevant credentialing and performance appraisal processes

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.

Relationships

External	Internal
- Current and potential referrers, clients and patients - Vendors - IANZ accreditation agency	- Anatomical Pathologists - Chief of Pathology - Deputy – Clinical Director - Service Manager - Section Head - Office Manager - Quality Manager - Laboratory staff - Referrers and patients

About you – to succeed in this role

You will have

Essential:

Fellowship with the RCPA in Anatomical Pathology or equivalent.

Desired:

Previous experience in leading staff.

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.

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.