Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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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	Psychologist - Late Effects Assessment Programme (LEAP)
Reports to	Psychology Clinical Lead, Christchurch Health Campus
Location	Christchurch
Department	Children's Haematology and Oncology Centre (CHOC) / Late Effects Assessment Programme (LEAP) Child Health
Date	01-10-2026
Salary band (indicative)[i]	Apex collective agreement Step 1-4
Children's Worker role[ii]	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 LEAP psychologist recognises the unique psychological needs of children and young people across their development following intensive cancer treatment. It includes identifying psychological and neuropsychological needs, completing appropriate assessment and intervention, facilitating referral where required, and contributing actively to the multidisciplinary Late Effects Service and the National Late Effects Assessment programme.

The Late Effects Assessment Programme (LEAP) The psychologist works alongside the specialist Late Effects team to support an integrated approach to the psychological, neuropsychological, health, educational and social needs of children and young people following cancer treatment.

The position has a formal line-management relationship with the Psychology Clinical Lead**,** who is responsible for performance management, development, professional leadership and strategic oversight. The role receives day-to-day direction and operational supervision from the LEAP/CHOC service**,** and professional oversight from the Psychology Practice Lead for Child Health**.** The LEAP psychologist has the support of the Paediatric Consult Liaison (PCL) team and can review complex cases and refer to psychiatry as appropriate.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	Provide high-quality, developmentally informed psychological care to children and young people related to the late effects of cancer treatment. • Follow up with children, young people and their families in regular joint review clinics (medical and psychological) • Screen for psychosocial and neurocognitive difficulties in clinic • Case management of children and young people in follow up across Te Wai Pounamu/South Island (Invercargill, Dunedin, Nelson, Christchurch). • Prioritising children and young people for support based on psycho-oncology late effects • Brief therapeutic interventions focused on late effects in consultation with the child and the whanau (as capacity allows). • Contacts, assessment, interventions and treatment plans are clearly and objectively documented in the child or young person's clinical file. • All communication and correspondence are managed in an appropriate manner. • Children and their whānau are referred to other community-based services as appropriate. • Risks are identified and supports are accessed appropriately where required.
Staff Services	• Provide education and consultation to CHOC and shared care staff to enhance psychologically informed care. • Provide supervision to other psychologists and psychology students, as appropriate to level of seniority. • Provide supervision to other staff at Te Whatu Ora as appropriate to level of seniority, and as required.
Multi-Disciplinary Work	• Engages in a collaborative service delivery approach with colleagues from the team and other services through the treatment planning process. • Acknowledges, respects and utilises the skills and knowledge of colleagues from the team and other services appropriately. • Ensures that psychological skills, knowledge and professional perspectives are made available to assist colleagues in a positive, proactive and professional manner. • Participates as a member of the LEAP multidisciplinary team in the appropriate assessment, treatment and follow-up of children and their families/ whānau. • Liaise with paediatric consult liaison (PCL) team as needed • Clear lines of communication are effectively utilised and professional accountability for practice is demonstrated.
Service Development / Quality Improvement	• Work is informed by best practice • Participates in the formulation of practice guidelines, project work and other activities as required to maintain or improve the quality of services delivered.

	• Peer, administrative and clinical supervision is actively engaged and effectively utilised. • Maintains a responsibility to contribute to the development and delivery of service, support consumer representation in that process and adheres to a child focus/family orientation. • Participate in and maintains links and liaison with professional groups. • Involvement in regular performance review/appraisal. • Provides teaching and training for other health disciplines and interns when required.
Professionalism	• Contribute to a team culture that values wellbeing, equity, and whānau-centred care. • Communicate clearly, respectfully, and professionally with colleagues, children, and whānau. • Maintain accurate and current clinical records, ensuring clear communication with families and relevant professionals. • The psychologist is expected to engage in professional development that enhances their practice and is relevant to their clinical work. Participation in an annually agreed professional development plan (annual performance review) is mutually beneficial and may be initiated by either the employee or their line manager. • They will follow the New Zealand Psychology Board's Code of Ethics, as well as relevant New Zealand legislation guiding clinical practice. • Complies with relevant legislative, regulatory, service and professional requirements.

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.

Relationships

External	Internal
• Family / Whānau / Caregivers • Other Child and Family related community sector agencies • NZ Psychologists Board and professional organisations • Psychology tertiary education providers • Other relevant stakeholders e.g. suppliers, funding agencies • Oranga Tamariki • Schools and preschools • General Practitioners and Practice Nurses	• LEAP specialist paediatrician and Clinical nurse specialist • CHOC Clinical Lead & staff • Child Health / CDS Psychology Practice Lead, Psychology Clinical Lead, and Team Lead of PCL • Child Health staff including medical, nursing, administrative, Hauora Māori, and allied health • Chief of Child Health and Service Manager of Child Health • Tiaki Whānau • Psychologists Working in Health Team on the Christchurch Campus • Consumer and Family Advisors • Allied Health Clinical Governance Group for the Christchurch Campus • People and Capabilities • Administrative and support staff

	• Director of Allied Health, Christchurch Campus, and Executive Director of Allied Health

About you – to succeed in this role

You will have

Essential:

- [Registered as a Psychologist or eligible for registration in New Zealand, with current Annual Practicing Certificate
- Member of a professional psychological organisation (NZCCP and/or NZPsS)
- Demonstrated clinical competence with children with psychological difficulties and their families, preferably with health or medical conditions.
- Demonstrated experience and ability to work in a multidisciplinary team.

Desired:

- [Minimum 3 years' experience working as a psychologist and working at a senior level.
- Education either during university studies or since graduation in health psychology theory and principles.
- Experience and interest in working with tamariki and their whanau in a medical settings

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.
- Be a well-grounded, self-reflective psychologist
- Have a client focus and an ability to work in complex systems
- Demonstrate proven clinical credibility and theory-based practice.
- Demonstrate a willingness/ability to teach and or share expertise within the team.
- Demonstrate cultural safety and sensitivity and an understanding of Māori as tangata whenua.
- Demonstrate a flexible treatment philosophy.

- Show a high degree of initiative, motivation and the ability to work under pressure.
- Be capable of working with a wide range of people, backgrounds and age ranges and ability to form and maintain positive working relationships and networks with key people and organisations.
- Demonstrate an understanding of the significance of 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, and have the stamina needed to go the distance.

[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.