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	Resuscitation Educator – CPR Training Team
Reports to	Service Manager - Anaesthesia
Location	Canterbury
Department	Anaesthesia
Date	2026
Salary band (indicative)[i]	SP
Children's Worker role[ii]	Dependent on SECA alignment - SNR Grade 2 or AT educator band (or equivalent)

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:

Provide Waitaha Canterbury-wide strategic direction for the development, implementation, and regular review of resuscitation practise in accordance with New Zealand Resuscitation Council Guidelines. This includes education, policy, procedures, equipment, resources, and a clinical component.

Provide Waitaha Canterbury-wide leadership and consultancy in resuscitation by role modelling excellence within the speciality.

Assist with the development, implementation, and regular review of Waitaha Canterbury-wide resuscitation practise in accordance with the New Zealand Resuscitation Council Guidelines and evidence-based research. This includes resuscitation policies, procedures, equipment, and resources.

Assist with the maintenance of a Waitaha Canterbury-wide resuscitation equipment infrastructure. This includes involvement with the purchase, maintenance, standardisation and auditing of CDHB-wide emergency trolleys and associated equipment.

Assess, plan, and implement educational programmes designed to articulate best resuscitation practice and to meet the varied and specific learning needs of all Waitaha

Canterbury staff including medical, nursing, midwifery, anaesthetic technician, and allied health staff.

Support and promote scenario-based simulation resuscitation training for all levels of staff in Waitaha Canterbury.

Key Result Area	Expected Outcomes / Performance Indicators
Leadership	• Demonstrate a high level of professional and clinical leadership by role modelling expert skills in resuscitation practise and education. • Show expert knowledge of the range of resuscitation policies, processes, and guidelines at local, national, and international levels. • Assist in leading Waitaha Canterbury-wide system changes to improve resuscitation outcomes through evidence-based practise and education. • As required provide support to emergency teams using advanced resuscitation knowledge and skills to assist senior staff with clinical decision making and implementation of care. • Work in partnership with speciality areas to develop and maintain evidence-based resources and practise. • Assist with review of quality issues and critical incidents relating to resuscitation. • Assist with the delivery of Waitaha Canterbury-wide basic and advanced resuscitation education. • Provide leadership for the Waitaha Canterbury instructors of the New Zealand Resuscitation Council's national CORE Advanced course and the Train the Trainer CPR competency program.
Equity	• Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Excellence in Resuscitation Practice	• Provide expert resuscitation knowledge and advice to a Waitaha Canterbury-wide range of clinical sites and specialities. • As required/available, attend emergency calls as part of the Waitaha clinical emergency team to support the staff, evaluate BLS / ALS protocols, assist in provision of debriefing and education following events as necessary, and feed clinical learnings back into the wider education roles associated with the position. • Participate on the Waitaha Canterbury Resuscitation Advisory Committee, and other committees or working parties as the service needs require. • Review relevant literature and network nationally to identify resuscitation advances and changes in practise. • Implement quality improvement initiatives using a collaborative model. • Contribute to resuscitation policy formulation and review
Excellence in Resuscitation Education	• Design resuscitation competencies to meet policy requirements of Waitaha Canterbury

	• Develop and implement new resuscitation education programs to meet site-specific needs of Waitaha Canterbury staff. • Support delivery of Waitaha Canterbury CPR competency requirements and best resuscitation practise through the provision of a relevant level of education • Oversee and deliver "Train the Trainer" courses to maintain a pool of Waitaha Canterbury CPR Instructors required to provide CPR competency training. • Co-ordinate specialised advanced NZRC CORE training for medical, dental, and other designated senior staff throughout Waitaha Canterbury • Provide training and certification for PGY1 medical staff to meet requirements of Waitaha Canterbury and Medical Council of New Zealand • Deliver advanced resuscitation education sessions for medical staff. • In collaboration with Waitaha Canterbury medical and nursing education units, develop continuing education and scenario programmes to assist staff to acquire, maintain or increase their competence in fulfilling assigned responsibilities. • Evaluate training to ensure consistency of standards is being achieved by all instructors. • Ensure appropriate improvement strategies are included in resuscitation training programs to meet Quality and Patient Safety standards. • Initiate peer discussion and assist colleagues through debriefing processes to critically evaluate individual practise. • Maintain education databases of competency and attendance for training provided by the Resuscitation Service
Equipment, Audit and Research	• Participate in Waitaha Canterbury clinical audits to evaluate resuscitation equipment, clinical standards, and patient health outcomes. • Assist with the maintenance of a Waitaha Canterbury-wide cardiac arrest database. • Work collaboratively with other Waitaha Canterbury departments in the maintenance and standardisation of emergency equipment, systems, and any associated issues: • Clinical Engineering Department • Bioengineering Department • Maintenance Department • Pharmacy • Individual external companies involved with the manufacture and application of hospital wide emergency equipment and systems e.g., defibrillators, maintenance of emergency systems. • Show expert knowledge of differing emergency trolleys and associated equipment throughout Waitaha Canterbury • Engage in relevant local and national audits as required. • Facilitate and/or conduct research as required.
Professional Development	• Maintain requirements for annual practising certificate.

	• Maintain and develop own clinical competence within the resuscitation speciality. • Network nationally and internationally and keep up to date on trends and developments within resuscitation. • Attend educational opportunities and conferences relevant to the role and scope of practice. • Attend mandatory NZRC Instructor workshops every second year. • Participate in annual performance appraisal.

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
• External Health Care Providers • Tertiary Health Education Providers • New Zealand Resuscitation Council • National DHB Resuscitation officers/coordinators • Governing councils and professional bodies (Medical, Nursing, Dental, Allied Health)	• Clinical Director of Anaesthesia • Service Manager of Anaesthesia • Waitaha Canterbury Resuscitation Advisory Committee • Chief Medical Officer • Director of Nursing Services • Medical Education and Training Unit • Resident Doctor Support Team • Professional Development Unit • SMHS Emergency Response committee • Department of Nursing • Waitaha Service Managers • Manawa Simulation Centre • NZRC CORE Instructor team for Waitaha Canterbury • CPR Instructor teams, Waitaha Canterbury • West Coast Resuscitation Service Leader

About you – to succeed in this role

You will have

Essential:

- Currently practising health professional
- Current APC – no restrictions
- Hold a current NZRC CORE Instructor certificate (or be prepared to train as a CORE Instructor.)
- Have clinical expertise or be recognised as an expert in resuscitation practice.
- Have a demonstrated ability to contribute to, as well as develop, appropriate healthcare standards and quality initiatives.
- Provide leadership to health providers.
- Have a commitment to ongoing development of clinical skills.
- Evidence of effective teaching skills.
- Have an ability to support healthcare professionals at all levels of practise.
- Have the vision and flexibility to accommodate change.
- Have an ability to work autonomously and also function as part of a team.
- Have excellent administrative and time management skills.

Desired:

- Hold a Waitaha Canterbury CPR Instructor certificate.
- Hold a graduate qualification in Adult Education or Clinical Teaching.

- Previous experience within an educational role.
- Be proficient in email, word processing, and accessing computerised patient and staff databases.
- Ability to communicate across all disciplines and occupational groups.
- Simulation based medical education training or experience including debriefing.
- Experience in implementing Te Tiriti o Waitangi in action.

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.
- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.
- Ability to provide inspirational and motivational leadership.
- Excellent interpersonal and communication skills
- Ability to engage with healthcare professionals with a variety of backgrounds.
- Enthusiasm

[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.