

## Position Description

---

<b>Position</b>	<b>Mātanga Tapuhi Nurse Practitioner (NP)</b>
<b>Team / Service</b>	Emergency Department
<b>Directorate</b>	Hospital Operations
<b>District</b>	Capital, Coast & Hutt Valley
<b>Responsible to</b>	Nurse Manager (NM), Clinical head of Department (CHOD)
<b>Children's Act 2014</b>	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	Hutt Valley District

## Te Whatu Ora

---

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

## Context

---

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- Provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

## Te Tiriti o Waitangi and Māori Health Outcomes

---

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

## Te Mauri o Rongo

---

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

### Wairuatanga

Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

### Rangatiratanga

As organisations we support our people to lead. We know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

### Whanaungatanga

We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. “Whiria te tangāta” – we will weave our people together.

### Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

## District Responsibility

---

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for

achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of Tino Rangatiratanga, Partnership, Equity, Active Protection and Options by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees

## Group Perspective

---

The Hospital Operations Group is one of six within Capital, Coast and Hutt Valley district's provider services. Services and specialties within the group range from primary to tertiary level with service provision for the district, the central Region and wider Regions. The group operates from three sites across the district including Wellington Regional, Hutt and Kenepuru hospitals.

The key areas of focus for the Hospital Operations Group are:

- To ensure effective patient flow across all sites and regionally
- To provide timely diagnostics and accurate reporting across all Radiology Services
- To maintain a responsive Emergency Department Service which strives to meet clinical demands in a timely manner and in accordance with national KPIs.
- To deliver high quality Intensive Care Services to the local district and the region
- To lead the management of emergency responses at a local level.
- To strengthen a quality and patient safety culture through an effective clinical governance model
- To maintain effective administrative support to all clinical areas
- To develop new models of care to manage hospital demand and flow supporting best use of Inpatient bed resources and to ensure the safe management of people with complex healthcare needs
- To lead expanded collaboration with Hutt Valley and Wairarapa to establish wider regional clinical services.

## Team/Service Perspective

---

Hutt Hospital is a busy 260-bed facility providing secondary services for Lower and Upper Hutt cities. Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services Rheumatology Dental Services Regional Public Health and Regional (Breast and Cervical) Screening Services.

The Emergency Department (ED) is a Level 4 emergency care facility, managing approximately 80,000 patient presentations each year.

Our services include a 10-bed Minor Injuries Unit and “The Tree Hutt,” a specialised distraction therapy area designed to provide a calming and child-friendly space for paediatric patients while they wait for care.

The ED serves a diverse population, with a high proportion of Maori and Pasifika patients, alongside a growing elderly population with complex, long-term health needs. Socioeconomic disparities contribute to increased ED presentations, often involving acute conditions that could have been managed earlier in primary care. Hutt Valley ED sees a greater number of cases linked to chronic conditions, social determinants of health, and barriers to primary care access.

Common presentations include:

- **Trauma:** Accidents and falls are particularly common, given the variety of activities people in the area may engage in, from work-related injuries to road traffic accidents.
- **Medical Conditions:** These are often acute in nature and can cover anything from heart attacks and strokes to severe infections or complications from chronic conditions (e.g., diabetes, asthma).
- **Mental Health Issues:** Mental health crises, such as anxiety, depression, and suicidal tendencies, have been growing concerns for many EDs, including at Hutt, where they often require immediate intervention to ensure patient safety.
- **Paediatric Cases:** The ED also sees many younger patients, especially with illnesses like viral respiratory infections, dehydration, or injuries from play or accidents.

Leadership is provided by the Nurse Manager and Clinical Head of Emergency Medicine, who work in partnership to oversee the department’s daily operations and strategic direction of the ED.

The team consists of medical professionals, registered nurses, healthcare assistants, administrative personnel and volunteers (Friends of the emergency department, FEDs)

Hutt Hospital's Emergency Department (ED) teams must remain highly adaptable to the wide range of patient presentations and the diverse demographics they encounter. Given the high proportion of Maori, Pasifika, and elderly patients with complex health needs, the team must be responsive to cultural, social, and medical factors that influence care.

In addition the team are required to stay updated on the latest care techniques and be ready to handle the complexities of their diverse population. This adaptability ensures that Hutt ED delivers effective and compassionate care for all who seek help.

The department is accredited by the Australasian College of Emergency Medicine (ACEM) to provide the maximum two years of advanced training in Emergency Medicine, reflecting its high standards in clinical care and education.

Hutt ED takes pride in its support for advanced nursing roles and offers well-established pathways and educational opportunities to foster professional development. These programs empower staff to grow their skills, advance their careers, and step into leadership positions, ensuring ongoing excellence in emergency care delivery.

## Purpose of the role

---

The Mātanga Tapuhi Nurse Practitioner, Emergency Department is an autonomous practitioner who works independently and collaboratively with the wider emergency department team to provide an individual and population-based approach to meet healthcare needs. This hospital based role improves access to services and requires a flexible approach to work across a variety of health care settings including all areas of the emergency department.

Mātanga Tapuhi Nurse Practitioners have advanced education, clinical training and the demonstrated competence and legal authority to practise beyond the level of a registered nurse. Mātanga Tapuhi Nurse Practitioners work autonomously and in collaborative teams with other health professionals to promote health, prevent disease, and improve access and population health outcomes for a specific patient group or community. Mātanga Tapuhi Nurse Practitioners manage episodes of care as the lead healthcare provider in partnership with health consumers and their families/whānau. Mātanga Tapuhi Nurse Practitioners (NPs) combine advanced nursing knowledge and skills with diagnostic reasoning and therapeutic knowledge to provide patient-centred healthcare services including the diagnosis and management of health consumers with common and complex health conditions. They provide a wide range of assessment and treatment interventions, ordering and interpreting diagnostic and laboratory tests, prescribing medicines within their area of competence and admitting and discharging from hospital and other healthcare services/settings. As clinical leaders they work across healthcare settings and influence health service delivery and the wider profession.

Leadership, development of professional expertise and capability within nursing across a variety of health settings are a pivotal part of this role. The Mātanga Tapuhi NP will take a lead role in supporting the development of nursing guidelines, quality initiatives and providing education in relation to emergency, minor injuries and illness and complex health issues using current evidence-based practice. The provision of coaching, mentorship and/or supervision for nurses in a variety of settings will be key to the success of the role.

Plays an active role in the development and achievement of the strategic direction for the emergency department, and implementation of CCDM within the service.

## Key Accountabilities

The following accountabilities include the Mātanga Tapuhi NP competencies (NCNZ 2017). Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as an advanced practice nurse. The NP Candidate achieve these competencies by working with practice supervision and in collaboration with Mātanga Tapuhi NP, medical and nursing colleagues. The NP Candidacy Programme requires all advanced practice competencies are met as evidence in the NP Candidate’s application for Mātanga Tapuhi NP registration.

In this Position Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

Key accountabilities	Deliverables / Outcomes
<p><b>Professional Accountabilities</b></p>	<ul style="list-style-type: none"> <li>▪ Role models advanced practice and applies the principles of Te Tiriti o Waitangi in nursing practice</li> <li>▪ Champions equity and diversity in the workplace</li> <li>▪ Contributes to improving inequities by working with colleagues to operationalise Te Whatu Ora’s commitment to meet the Pae Ora (Healthy Futures) Act 2022 obligations as Te Tiriti o Waitangi partners.</li> <li>▪ Provide leadership and support to advance nursing practice and workforce development with a focus on Clinical Nurse Specialist optimisation and collegial NP Candidate role development through the NP Candidacy programme.</li> </ul>
<p><b>Provides safe and accountable advanced practice</b></p>	
<p><b>Competency 1</b></p> <p>Demonstrates safe and accountable practice incorporating strategies to maintain currency and competence</p>	<ul style="list-style-type: none"> <li>▪ Practices within the legislation, professional standards and health policy relevant to Mātanga Tapuhi NPs</li> <li>▪ Practices within safe boundaries around a clearly defined area of practice (client/population group) or those with similar health concerns and demonstrates timely referral and consultation when an issue is outside scope, area of practice, experience or competence</li> <li>▪ Confidently and autonomously provides the full spectrum of healthcare services in relation to client/population group including health promotion and protection, disease prevention, guidance and counselling, disease management, maintenance and restoration of health, rehabilitation and palliative care. Self-monitors and critically reflects on practice including through regular professional supervision, collaborative case review and audit of practice, including prescribing and attends and participates in the Mātanga Tapuhi NP forums/meetings</li> <li>▪ Self-monitors and critically reflects on practice including through regular professional supervision, collaborative case review and audit of practice, including prescribing</li> <li>▪ Continually reviews and updates knowledge and skills to ensure currency and adaptability to address broad and changing population health needs and to practice safely across healthcare settings</li> <li>▪ Integrates a broad base of nursing knowledge, human sciences (pathophysiology and psychosocial) and clinical knowledge and skills within a framework of nurse practitioner practice.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Demonstrates accountability in considering access, cost and clinical efficacy and applies ethical decision making when providing health services</li> </ul>
<b>Assess, diagnoses, plans, implements and evaluates care</b>	
<p><b>Competency 2</b></p> <p>Conducts comprehensive assessments and applies diagnostic reasoning to identify health needs/problems and diagnoses</p>	<ul style="list-style-type: none"> <li>▪ Completes a comprehensive health history relevant and appropriate to the client's presentation</li> <li>▪ Actively explores the health consumer's concerns, preferences, health behaviours, attitudes and priorities using a strengths based health promotion focus and risk identification to identify health care needs</li> <li>▪ Identifies the level of assessment (focused or comprehensive) required and performs a systematic review based on the client's presenting condition and health history</li> <li>▪ Demonstrates comprehensive skill in obtaining and interpreting data that informs clinical judgement and differential diagnosis including prior treatment outcomes, physical findings and test results</li> <li>▪ Applies analysis, clinical reasoning and problem solving to assessment findings and synthesises clinical and human science knowledge to develop differential diagnoses</li> <li>▪ Orders or performs diagnostic investigations using evidence to support or rule out diagnoses</li> <li>▪ Formulates an accurate diagnosis from an informed set of differential diagnoses using clinical reasoning and best available evidence</li> <li>▪ Demonstrates a high level of clinical proficiency in managing common and complex client situations and acts to prevent and/or diagnose urgent, emergent or life threatening situations</li> </ul>
<p><b>Competency 3</b></p> <p>Develops, plans, implements and evaluates therapeutic interventions when managing episodes of care.</p>	<ul style="list-style-type: none"> <li>▪ Works in partnership with the health consumer to determine therapeutic goals and options</li> <li>▪ Makes decisions about healthcare management and interventions informed by critical evaluation of research findings</li> <li>▪ Develops an individual plan of care and communicates this to health consumer and appropriate members of the healthcare team and relevant agencies</li> <li>▪ Applies a comprehensive knowledge of pharmacology to make safe and appropriate risk-benefit prescribing decisions including considerations of antibiotic stewardship and drug dependency where appropriate</li> <li>▪ Verifies the suitability of evidence-based treatment options including medicines, in regard to commencing, maintaining/titrating or ceasing treatment/interventions</li> <li>▪ Safely prescribes therapeutic interventions based on accurate knowledge of the characteristics and concurrent therapies of the health consumer</li> <li>▪ Safely and effectively performs evidence-informed invasive/non-invasive interventions for the clinical management and/or prevention of illness, disease, injuries, disorders or conditions</li> <li>▪ Makes appropriate decisions regarding admission and discharge of health consumers from healthcare services</li> <li>▪ Monitors, critically evaluates and documents treatments/interventions in accordance with health consumer determined goals and healthcare outcomes</li> <li>▪ Considers a plan for appropriately ceasing and/or modifying treatment in partnership with the health consumer, and other members of the healthcare team</li> </ul>

## Works in partnership with health consumers

<p><b>Competency 4</b></p> <p>Consistently involves the health consumer to enable their full partnership in decision making and active participation in care</p>	<ul style="list-style-type: none"> <li>▪ Works to establish a relationship with the health consumer that is characterised by mutual trust and respect, empathy, and collaboration</li> <li>▪ Demonstrates respect for difference in cultural, social and developmental responses to health and illness and incorporates health beliefs of the health consumer / community into care planning and implementation</li> <li>▪ Supports, educates, coaches, motivates, counsels and works in partnership with the health consumer and their family/whānau where relevant regarding diagnoses, prognoses and self-management, including their personal responses to illness, injuries, risk factors and therapeutic interventions</li> <li>▪ Advises the health consumer and their family/whānau where relevant on therapeutic interventions including benefits, potential side effects, unexpected effects, interactions, importance of compliance and recommended follow-up</li> <li>▪ Discloses the facts of adverse events to the health consumer and other health professionals mitigates harm and reports adverse events to appropriate authorities</li> <li>▪ Respects the rights of the health consumer to make informed decisions whilst taking accountability to ensure access to accurate and appropriately interpreted information</li> <li>▪ Assesses and contributes to health literacy by sharing knowledge with the health consumer to achieve evidence-informed management plan</li> <li>▪ Uses appropriate teaching/learning strategies and style to provide diagnostic information, health promotion and health education to meet health consumer learning needs</li> </ul>
--	---

## Works collaboratively with healthcare teams

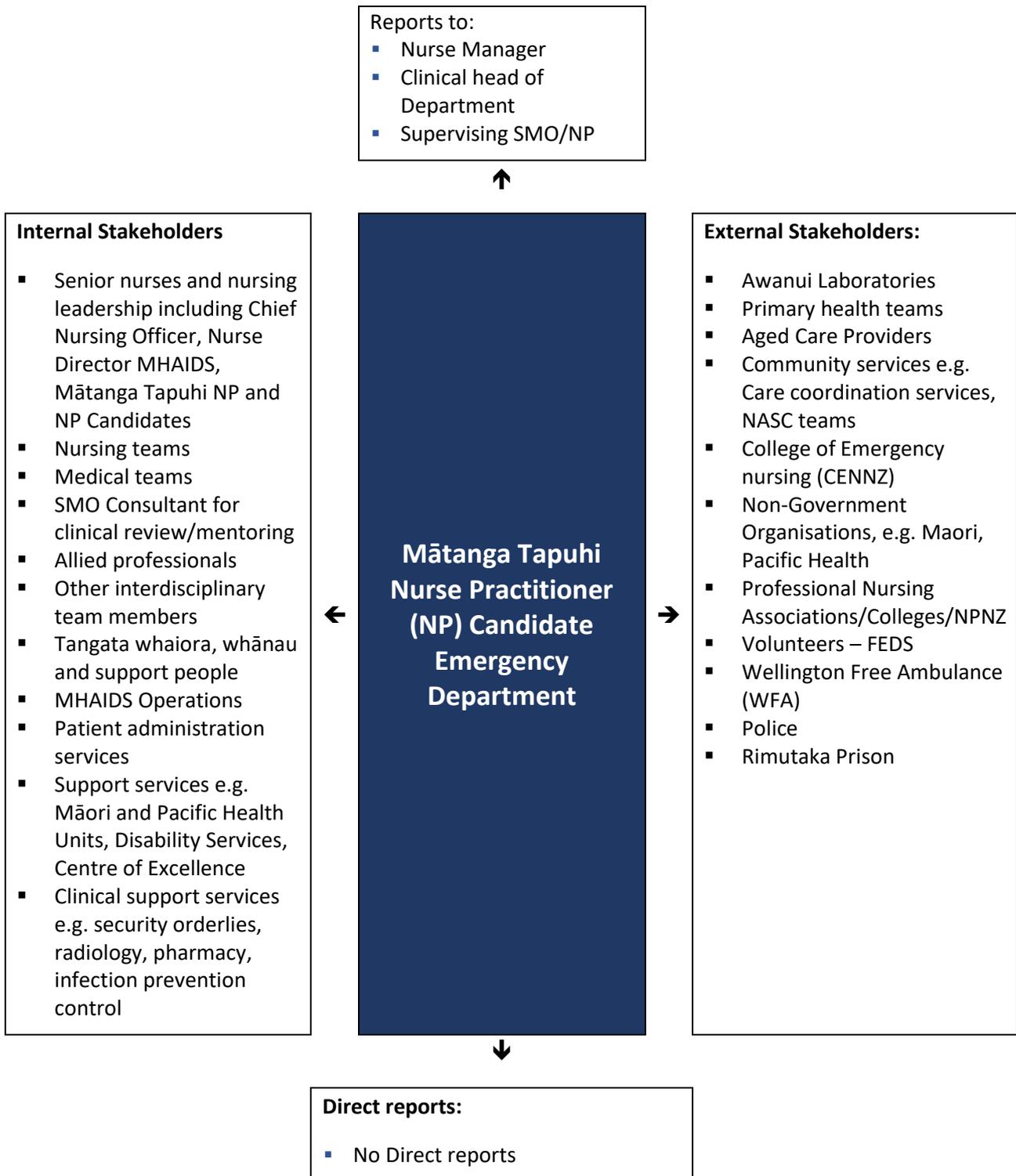
<p><b>Competency 5</b></p> <p>Works collaboratively to optimise health outcomes for health consumers/population groups</p>	<ul style="list-style-type: none"> <li>▪ Works across a wide variety of different interprofessional teams to establish and maintain effective collegial relationships as a senior member, including secondary services, wider primary care services and aged-residential care providers and NGO sector</li> <li>▪ Collaborates with other health professionals and agencies to ensure timely access and smooth transition to quality services for the health consumer</li> <li>▪ Demonstrates advanced interpersonal, leadership and management skills to foster and maintain collegial relationships by communicating and engaging effectively and professionally with diverse groups</li> <li>▪ Effects nursing practice and healthcare change using broad-based skills, including negotiating, consensus building and partnering</li> <li>▪ Articulates the Mātanga Tapuhi NP role and promotes nursing in clinical, political and professional contexts</li> <li>▪ Contributes to a variety of healthcare teams by supporting, directing, education and mentoring colleagues, students and others</li> <li>▪ Supports the development of clinical expertise and critical thinking in nursing and other team members</li> </ul>
--	--

## Works to improve the quality and outcomes of healthcare

<p><b>Competency 6</b></p>	<ul style="list-style-type: none"> <li>▪ Utilises systems thinking and critical inquiry skills to audit, evaluate and improve the quality of health services</li> </ul>
----------------------------	---

<p>Initiates, and participates in, activities that support safe care, community partnership and population health improvements</p>	<ul style="list-style-type: none"> <li>▪ Uses relevant tools to monitor and measure the effectiveness of strategies, services and interventions to promote safe practice</li> <li>▪ Monitors and minimises risk to health consumers and health care service providers at the individual and systems level</li> <li>▪ Applies knowledge of health systems, socio-political issues, new technologies and funding practices to advocate, influence and manage innovative changes to services to improve access, equity of outcomes, quality and cost-effective healthcare for specific groups or populations</li> <li>▪ Critically appraises scientific literature and shares new knowledge and research through discussions, presentations, publications, and the development of best practice guidelines</li> <li>▪ Takes every opportunity to support best practice and share expertise by providing education and learning sessions when approached</li> <li>▪ Incorporates understanding of diversity, cultural safety and socio-economic determinants of health and uses cultural model of care when planning and providing healthcare services</li> <li>▪ Demonstrates commitment to the Te Tiriti o Waitangi and applies advanced knowledge of Māori health and socio-economic disparities when working in partnership with Māori health consumers and local iwi/Māori health provides to improve access to healthcare and health outcomes</li> <li>▪ Influences and critiques health policy and nursing practice through leadership and active participation in workplace and professional organisations</li> </ul>
<p><b>Proactively Manages Risk and Safety</b></p>	<ul style="list-style-type: none"> <li>▪ Ensure practice meets health and safety at work legislation</li> <li>▪ Actively supporting all health and safety initiatives and contributes to a safety culture for patients whānau and staff</li> <li>▪ Identifies and reports clinical risk factors as they pertain to the clinical areas they work within and manages these proactively</li> <li>▪ As clinical expert contribute to reviews incidents/events/complaints as required to minimise risk and use findings to improve practice</li> <li>▪ Accesses professional development and supervised practice to support skill development for procedures when applicable to perform diagnostic and therapeutic procedures/interventions e.g. surgical breast procedures colposcopy, hysteroscopy, surgical dermatology practice, endorsement for Specialist Dementia/HDU level care assessment with Care Coordination Centre Service etc. NP Radiology Endorsement if ordering required</li> </ul>

## Key Relationships & Authorities



## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
<b>Equity</b>	<ul style="list-style-type: none"> <li>▪ Commits to helping all of our people to achieve equitable health outcomes</li> <li>▪ Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery</li> <li>▪ Supports the dismantling of policies, procedures and practices that cause inequity</li> <li>▪ Supports Māori-led responses</li> <li>▪ Supports Pacific-led responses</li> <li>▪ Supports Whaikaha-focused responses</li> </ul>
<b>Commitment to Kawa Whakaruruhau</b>	<ul style="list-style-type: none"> <li>▪ Demonstrates understanding and application of the principles of Te Tiriti o Waitangi to nursing practice;</li> <li>▪ Works towards achieving equitable health outcomes for Māori;</li> <li>▪ Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care;</li> <li>▪ Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity;</li> <li>▪ Support the expression of hauora Māori models of care and mātauranga Māori.</li> </ul>
<b>Shows versatility and insight when faced with new situations</b>	<p><i>Learning on fly - Learns quickly when facing new problems willingness and ability to learn from experience, and subsequently apply that learning</i></p> <ul style="list-style-type: none"> <li>▪ A relentless and versatile learner</li> <li>▪ Open to change</li> <li>▪ Analyses both successes and failure for clues to improvement</li> <li>▪ Experiments and will try anything to find solutions</li> <li>▪ Enjoys the challenge of unfamiliar tasks</li> <li>▪ Quickly grasps the essence and the underlying structure of anything</li> </ul>
<b>Taking responsibility</b>	<ul style="list-style-type: none"> <li>▪ Is results focussed and committed to making a difference</li> <li>▪ Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected</li> <li>▪ Adjusts work style and approach to fit in with requirements</li> <li>▪ Perseveres with tasks and achieves objectives despite obstacles</li> <li>▪ Is reliable - does what one says one will</li> <li>▪ Consistently performs tasks correctly - following set procedures and protocols</li> </ul>
<b>Dealing with Ambiguity</b> Works effectively amidst change & uncertainty	<ul style="list-style-type: none"> <li>▪ Can effectively cope with change</li> <li>▪ Is adaptable and flexible</li> <li>▪ Can decide and act without having the total picture</li> <li>▪ Can comfortably manage risk and uncertainty</li> </ul>
<b>Strategic Agility</b> Anticipates future consequences and trends and creates breakthrough strategies and plans	<ul style="list-style-type: none"> <li>▪ Sees ahead clearly</li> <li>▪ Can anticipate future consequences and trends accurately</li> <li>▪ Has broad knowledge and perspective</li> <li>▪ Is future oriented, can think strategically and develop plans</li> </ul>

Competency	Behaviours
<b>Drive for Results</b> Focuses on achieving or exceeding goals	<ul style="list-style-type: none"> <li>▪ Can be counted on to exceed goals successfully</li> <li>▪ Is constantly and consistently one of the top performers</li> <li>▪ Very bottom-line oriented</li> <li>▪ Drives self and others for results</li> </ul>
<b>Interpersonal Savvy</b> Relates well to all kinds of people – builds constructive and effective relationships	<ul style="list-style-type: none"> <li>▪ Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation</li> <li>▪ Builds appropriate rapport</li> <li>▪ Builds constructive and effective relationships</li> <li>▪ Uses diplomacy and tact</li> <li>▪ Can diffuse even high-tension situations comfortably</li> </ul>
<b>Quality &amp; Innovation</b>	<ul style="list-style-type: none"> <li>▪ Provides quality service to those who rely on one's work</li> <li>▪ Looks for ways to improve work processes - suggests new ideas and approaches</li> <li>▪ Explores and trials ideas and suggestions for improvement made by others</li> <li>▪ Shows commitment to continuous learning and performance development.</li> </ul>

## Experience and Capability

---

Essential qualifications, skills and experience

### A. Knowledge, Skills & Experience:

- Comprehensive knowledge of the NZ health system, the District environment, systems and processes.
- Knowledge of the trends and emerging issues for the nursing profession.
- Have at minimum four years' experience as an RN in an area of practice.
- Recent clinical experience in area of practice.
- Has experience in leadership, management and coaching and mentoring approaches.

### B. Essential Professional Qualifications / Accreditations / Registrations:

- Current Practising Certificate as an NP
- Is recognised as an expert in the speciality
- Appropriate technical skills/Certification/Credentials e.g NZRC Level 6, Resuscitation orientation, Triage or willingness to upskill and gain Emergency certification

### C. Someone well-suited to the role will place a high value on the following:

- Strong networking ability.
- Demonstrated management and leadership skills and/or experience.
- Demonstrated robust decision making ability.
- Expert communication skills.
- Facilitation and negotiation skills.
- Responsive, innovative and flexible with a calm manner.
- Demonstrated sensitivity to different cultures and creeds.
- Development, implementation and monitoring of policies, protocols and guidelines.

- Expert computer skills.

---

**Ma tini, ma mano, ka rapa te whai**  
**By joining together we will succeed**