

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 Audiologist
Reports to	Professional Leader Audiology
Location	Capital, Coast, and Hutt Valley District
Department	Surgical Services

Date	31-07-2026
Salary band (indicative)ⁱ	SP
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 Advanced Audiologist role provides safe and clinically effective patient/client assessment and intervention in accordance with NZ Audiological Society best practice guidelines, the UNHSEIP policy and quality standards and the UNHSEIP diagnostic and amplification protocols. The Advanced Audiologist needs to have a solid understanding of all national screening programmes related to audiology. The Advanced Audiologist would hold specialist clinical knowledge to be able to work with increasingly complex clients and to be able to advise others regarding their clients. This role will also have responsibility for providing clinical leadership within the team and across the sub-region which assists in developing the clinical capability of others.

Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

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 to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- [insert other matters which must be referred]

Relationships

External	Internal
• Community referrers • Hearing Therapist • Vision/Hearing Technicians	• Audiologists • Audiometrist • Audiology Assistant • ENT and nursing staff • UNHSEIP team • Admin and booking staff for Audiology and ENT • Other Allied Health Professionals

About you – to succeed in this role

You will have

Essential:

- Relevant qualification in Audiology that is recognised and approved by the New Zealand Audiological Society (NZAS)
- Member of NZAS
- Holds current Certificate of Clinical Competency
- Paediatric certificate in relevant clinical area (one or more of VRA, Paediatric habilitation, ABR testing)

Desired:

- Expectation of at least 5 years clinical practice.
- Clinical experience and advanced knowledge relevant to area of specialty.
- Demonstrates leadership skills or potential
- Demonstrated commitment to quality, safety and clinical governance
- Evidence of on-going professional development
- Experience in collaborative interprofessional practice

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.

Desired:

- [A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- Current full NZ driver's licence with ability to drive a manual and automatic car (required for role based in the community or where the role may be required to work across multiple sites).
- Proficiency in using technology within the workplace.
- A high standard of written and spoken English.
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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.