

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Midwife Educator			
Reports to	District Chief Midwife			
Location	TBC			
Department	Maternity			
Direct Reports	Nil		Total FTE	Nil
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR	Nil	Finance	Nil
Date	August 2026			
Salary band	MERAS Senior Midwife Salary Scale			
Childrens' worker role	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:

- Deliver an education programme that ensures clinicians across the district can provide safe and contemporaneous maternity care
- Prepare and deliver workshops and study days as deemed appropriate by the service
- Support the on-boarding of new staff and Maternity Access Holders and participate in their orientation, taking a leadership role in the Midwifery New Graduate programme
- Encourage and support the professional development of midwives
- Lead through example to provide a high standard of maternity care when needed.
- Collaborate in creating a caring working environment where all staff and access holders are respected and valued

- Participate in service leadership and development as part of the senior leadership team

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
Delivers excellent clinical care ⁶	• Acts as a role model for staff in delivering excellent, evidence based, compassionate, culturally safe care. • Works in partnership with whānau to safely support them through pregnancy, birth and the postnatal period, including care of the newborn. • Ensures whānau are treated with respect and are fully informed of their care options (risks, benefits and alternatives) and participate as equals in decision making. • Supports, promotes and protects physiological birth. • Physical skills⁵ include, but are not limited to abdominal palpation, cannulation, facilitation of birth, suturing, management of emergencies such as shoulder dystocia, and adult and neonatal life support. • Identifies deviations from expected trajectory of care and acts to provide assessment, diagnosis, treatment (including prescribing of medications) and referral to medical care where this is appropriate • Responds swiftly and appropriately to clinical emergencies, ensuring that lifesaving care is provided and the appropriate support is summoned
Develops and delivers an education programme for midwives and members of the wider multi-disciplinary team ⁹	• Works in collaboration with the midwifery leadership team to identify education needs • Develops, administers and implements a programme of education that ensures a high standard of maternity care is consistently delivered⁴ • Evaluates the programme and can provide data on uptake and satisfaction to ensure the programme is accessible and meets the needs of staff and maternity access holders³. • Aligns education to the requirements of the Midwifery Council Te Tatau o te Whare Kahu to support midwives to maintain their annual practicing certificates • Provides maternity related education to registered nurses working in maternity services • Takes a collaborative and creative approach to teaching using educational theory, frameworks, and adult teaching principles¹. • Provides outreach education to services aligned to maternity such as ED, Theatres, primary care and ambulance services
Leads and supports the orientation of new staff and Lead	• Liaises with the Midwife Managers to identify new staff.

Maternity Carers and takes a leading role in the Midwifery New Graduate Programme ⁹	• Arranges to meet new staff and works through the on-boarding programme with them to ensure they are welcomed and have their learning needs identified and met. • As part of the midwifery education team, including the midwife clinical coach(s), delivers the midwifery first year of practice programme ensuring the new graduates are supported into their first midwifery role and become confident practitioners by the end of their first year. • Undertakes evaluation of the Midwifery New Graduate Programme and reports to the midwifery leadership team making recommendations for improvements. • Liaises with tertiary education providers to identify potential new graduates
Encourages and supports midwifery professional development ⁹	• Provides a conduit for midwives to explore their professional development¹ • Promotes engagement with the Midwifery Quality and Leadership (QLP) Programme and acts as a portfolio assessor and expert in the programme • Supports and coaches¹ individuals who have learning deficits or who are required to undergo a professional improvement plan (PIP) in consultation with their manager
Takes a financially responsible approach to the delivery of maternity education. ⁸	• Teaching spaces are managed to ensure the most efficient use of resources. • Teaching sessions are structured to maximise attendance, whilst being cost effective. • Takes care of resources such as models and manikins to ensure their longevity • Works with suppliers to ensure availability of affordable teaching resources. • Makes use of affordable on-line learning options • Works with clinical experts to enable access to high quality education and an affordable cost. • Liaises with RANZCOG to deliver FSEP annually
Supports the leadership of the maternity services ⁷	• Works as part of the senior midwifery team⁴ • Attends leadership meetings, including PMMRC and case review meetings to identify learning needs³ • Reviews clinical guidelines and makes recommendations⁶ • Works alongside the MCIS team to ensure staff and LMCs are maintaining an excellent standard of clinical record keeping and using the system correctly • Attends Maternity Clinical Governance Meetings on request to report on the education programme

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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 Leadership¹

- 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 the Chief Midwife¹²

- Any personal absence from work
- Any serious concern about the clinical safety of a practitioner
- Any serious concern regarding ability to deliver the education programme as agreed
- Any concerns about safety, service continuity or compliance with organisational and legislative requirements

Working conditions – physical, mental and emotional effort expected of the role¹⁶.

Physical ¹³	• The role involves supporting heavily pregnant people some who may have regional anaesthesia, training is provided in manual handling • The role involves spending periods of time on the floor during labour and birth or bent over a breastfeeding parent, this can place the spine and knees under stress if not managed safely • Nitrous oxide is used reasonably often in the department, and this can have health effects on workers exposed over a period of time • The role involves work with models and manikins to deliver scenario-based learning, manipulating the models to simulate lifelike scenarios can put musculoskeletal pressure on the educator • Transporting heavy and bulky equipment around the campus or between venues, this can place musculoskeletal pressure on the educator
Mental ^{14,3}	• The role involves public speaking in front of a class of peers which can be mentally challenging • The role involves working with a multidisciplinary team to deliver scenario training (PROMPT) which can be mentally challenging • The role involves working with groups of learners at different levels of knowledge and competency which can be mentally demanding in keeping all engaged.
Emotional ¹⁵	• This role involves working with learners who are reluctant to engage which can be emotionally challenging • The role involves occasionally advising staff that they have not met the required standard for an assessment. • The role involves occasionally working with bereaved whānau and whānau who have experienced an adverse outcome, this can trigger memories of personal loss.

Relationships

External	Internal
• Wahine, newborns and whānau • Lead maternity carers • Primary birth centres • Tertiary education providers • Student midwives	• District Chief Midwife • Senior Midwifery leadership team • Maternity staff • Obstetric staff • Anaesthetic and Theatre staff

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| <ul style="list-style-type: none">• Midwifery Council Te Tatau o te Whare Kahu• New Zealand College of Midwives• Midwife Educators nationally• Ngā Maia• Hato Hono St John Wellington Free Ambulance | <ul style="list-style-type: none">• ED staff• Nurse educators• Local professional development unit |
|--|--|

About you – to succeed in this role

You will have

Essential:

- Registration with the Midwifery Council in New Zealand²
- A current Midwifery APC²
- A relevant graduate and post-graduate qualification, or working towards one
- Current Vulnerable Children's Act children's worker clearance
- Have a minimum of 5 years' midwifery experience²
- Experience as a preceptor, mentor or clinical coach

Desired:

- QLP Leadership domain
- Drivers licence

You will be able to

Essential:

- 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
- Understanding of Turanga Kaupapa and promotion in midwifery practice
- Take care of own physical and mental wellbeing, and have the stamina needed for the role
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities

- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invest in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal and professional behaviour through commitment, loyalty and integrity
- Demonstrate a strong desire to educate peers and colleagues and drive care improvement through learning
- Demonstrate a willingness to improve your own teaching and learning practice
- Deliver results through effective planning, sound judgement, and personal accountability.
- 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:

- Willingness to provide cross cover if needed across the district or provide support to other districts where safety is a significant concern
- Ability to develop e-learning resources

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. The position holder may be asked to perform other duties as reasonably required by the employer in accordance with the role.