

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	Clinical psychologist
Reports to	Stacey Jamieson
Location	Lower Hutt
Department	Infant, child, adolescent and family service
Date	17/7/2026
Salary band (indicative)ⁱ	As per Psychology MECA
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:

To provide high quality clinical psychology service in the assessment and treatment of clients, ensuring clients' needs are met in a culturally, clinically and legally safe manner. Clinical psychology is a discipline integrating science, theory, and clinical knowledge for the purpose of understanding, preventing, and relieving psychologically-based distress or dysfunction, and to promote subjective well-being and personal development. Psychologists assess and treat mental, emotional and behavioural disorders. They use the science of psychology to treat complex human problems and promote change. They develop an individual's resilience using strengths based models. Clinical psychologists also promote individual and whanau/family development, adaptation and recovery. Clinical psychologists work as part of multidisciplinary teams to provide psychological assessments and interventions for clients of their teams. Clinical psychologists also provide a range of other services to support the development and function of their teams and the organisation as a whole. These activities include, but are not limited to: case consultation, staff training and supervision, leadership and involvement in service development activities, and research and evaluation-related activities.

Key Result Area	Expected Outcomes / Performance Indicators
Professional practice	- Complies with statutory obligations, such as the Mental Health Act, the Privacy Act, the Children & Young Persons Act, the Criminal Procedure (Mentally Impaired Persons) Act 2003 and all other relevant Acts; - Complies with psychology professional guidelines, including the Psychologists' Code of Ethics and all relevant NZ Psychologists' Board guidelines; - Ensures continuing personal and professional development and training activities; - Consults with relevant health professionals and advises accordingly; - Maintains professional relationships.
Clinical outcomes	- Demonstrate a high level of clinical skill and knowledge in the provision of clinical psychology services - Be responsible for making sound clinical decisions with support from the multidisciplinary team; - Receive relevant clinical supervision/advice concerning professional and practice issues. - Demonstrate a strong ability to assess, diagnose and treat children and adolescents experiencing coexisting mental health and addiction. - Demonstrate sound knowledge of psychometrics and strong ability to undertake psychological testing.
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.
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.

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 Leadership	• 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 your manager

Relationships

External	Internal
• Oranga tamariki • Community Agencies • NGO Providers • PHOs • Families/Whānau of clients	• Children's health services • MHAIDS Community • Inpatient specialties • Other Clinical Psychologists • Professional Lead • Multi-disciplinary team members • CRS

About you – to succeed in this role

You will have

Essential:

- [Minimum of a Master's Degree in Psychology and Post graduate Diploma in Clinical Psychology or equivalent.

- Registration with NZ Psychologist Board, with Clinical Psychology as Vocational Scope of Practice.
- Current annual practising certificate.
- Experience in risk identification and management
- Experience in working with trauma, neurodiversity, challenging family systems
- Strong communication skills and the ability to work collaboratively with internal and external providers

- Ability to provide interventions for clients with trauma
- Ability to advise, consult and educate the client and relevant others about treatment options.
- Minimum 2 years' experience

Desired:

- Previous experience with systemic intervention
Knowledge or experience working with children in care

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:

- Team coaching skills and information delivery skill
- Previous experience in child and adolescent mental health
- Have the ability to work autonomously and also as an integral part of a dedicated, innovative and friendly multi-disciplinary team
- knowledge of the CAPA system would be an advantage
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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.