

Title	Regional Clinical Director Public Health Medicine		
Reports To	Regional Director - Northern/Te Manawa Taki/Central/Te Waipounamu		
Location	Northern/Te Manawa Taki/Central/Te Waipounamu Region		
Business Group	National Public Health Service		
People	Direct Reports: Nil	Indirect Reports: <i>Up to 20 as professional leader</i>	
Budget	Opex: Nil	Capex: Nil	
Delegated Authority	HR: Nil	Finance: Nil	
Job Band	ASMS MECA	Tier	4
About the Role	<p>Regional Clinical Director Public Health Medicine is a senior clinical leadership role in the Regional Public Health Service, a member of the Regional Leadership Group and initially, the Chair of the Regional Clinical and Professional Leadership Team. The primary purpose of the role is to:</p> <ul style="list-style-type: none"> • Provide leadership and advice with responsibility for supporting the delivery of safe and effective Regional public health services. • Lead professional frameworks, reviewing and approving resource allocation, research, and education. • Provide organisation - wide assurance, leadership, and clinical governance for the clinical teams within the Regional public health service. • Provide, as a member of the Regional Leadership Group (RLG), Public Health Medicine leadership, oversight and direction into the development and delivery of strategy and services across the region to enable the realisation of Pae Ora. • Ensure consistency, quality, and safety of the planning and delivery of public health services functions within the region. • Lead and develop clinical governance within the regional public health service and contribute to clinical governance within wider Te Whatu Ora as needed; • Support the response to nationally or regionally significant public health events and emergencies; • Ensure service strategy and service plans, with clear service specifications, are implemented in line with NHPS strategy and goals; • Maintain close working relationships with the Director of Public Health; • Lead, develop and maintain the medical workforce in the regional public health service, ensuring appropriate practice standards and professional conduct, workforce development and future workforce needs are supported; • Support the development of Māori and Pacific clinical workforce into leadership roles; • Ensure all clinical practice and quality embeds Te Tiriti o Waitangi; • Work as part of the new Public Health System contributing expertise to support Te Aka Whai Ora; • Work in close partnership with external stakeholders to ensure the sustainability of outcomes; 		

	<ul style="list-style-type: none"> • Work closely with others across the sector to ensure Regional Public Health products/services and information are accessible and usable at all levels of the system and across the motu whilst enabling equity for Māori, Pacific, Tangata Whaikaha , and other communities. • As the transition to the new system is currently underway, organisational design and implementation work will be on-going. This role helps implement the operating model for the Group and lead the wider team through the associated change processes. • Provide leadership, in, driving a culture permission giving, connection, continuous improvement and strong partnership with advisory and specialist oversight groups. • Help lead team(s) to deliver complex or contentious pieces of work, and to support the professional development of the team members. • Work alongside leadership to deliver the strategic and organisational priorities of Te Whatu Ora/Health NZ, and to drive continuous improvement in processes and practices within the team. • Initially this role will chair the Regional Clinical and Professional Leadership team, however the Chair role may change over time.
Organisational Impact	<ul style="list-style-type: none"> • Give effect to Pae Ora through reflective, servant leadership that is grounded in Te Tiriti understanding, supports equity, builds system wide connections and enables teams to thrive through culturally-safe connections. • The primary organisational impact of the position is on the development of a high functioning leadership group to drive an organisational culture that supports the medical team and their clinical, allied, and technical colleagues to work to top of scope.

Key Result Areas	Expected Outcomes (Role specific)
Professional Leadership	<ul style="list-style-type: none"> • Work in clinical partnership with Regional Director to support public health strategic thinking, planning and priorities for service delivery across the region, ensuring strategies and plans provide high quality population health outcomes. • Provide clinical support to the Regional Director and others in the Regional Leadership Group and Clinical Governance Group/s, to ensure public health clinical quality and safety and service innovation and monitoring. • Provide public health clinical leadership, governance, oversight, and guidance to the NPHS Regional service and wider regional health system, inputting into clinical education and professional development. • Chairs the Regional Public Health Clinical and Professional Leadership Team and works closely with, and supports, all members. • Champion a commitment to Te Tiriti and the achievement of equity, especially for Māori in all mahi. Attention must be prioritised to populations, or sub-populations where there are the greatest public health needs and to address the greatest health inequities (present and future). • Support the development of Māori and Pacific medical workforce into leadership roles. • Supports innovation in service development and delivery. • Provide consistent trusted quality advice and system leadership. • Articulates a clear vision of how the NPHS, in particular the medical workforce, can assist all New Zealanders to communicate, view, own, and better manage their wellness and health. • Provides thought leadership and senior expertise and advice to inform decision-making for work programmes that support the delivery of Te Whatu Ora priorities and objectives, helping to lead and shape innovative solutions. • Takes a systems view of the work responsible for, to make the broad connections and to help realise the benefits of the work being undertaken. • Support the delivery of the Regional Leadership Group's work plan, influencing outcomes and managing risks and pressures.
Develop and maintain the clinical workforce ensuring appropriate practice	<ul style="list-style-type: none"> • Be a team-builder responsible for strong multi- and interdisciplinary teamwork and instilling a culture of research, knowledge growth and innovation within the public health service. • Develop and maintain a system of professional oversight for all medical team members in the regional service

<p>standards and professional conduct</p>	<ul style="list-style-type: none"> • Support regional planning for medical workforce development and the future Public Health Medicine workforce, including the establishment of sustainable Registrar, PGY2 and medical student positions and training opportunities across the region • Identify and support the implementation of best practice skill and professional experience to ensure the region has access to excellent public and population health advice and interventions. • Lead equity transformation for the medical workforce. • Ensure that all clinical teams exceed professional development requirements. • Lead assurance activities relating to statutory officer appointments.
<p>Clinical quality and safety and service innovation</p>	<ul style="list-style-type: none"> • Be responsible for troubleshooting of clinical issues, ensure clinical audits and quality assurance and improvement across the region; leading the review of clinical incidents and adverse events and building capacity and capability in the relevant clinical teams in the area where the issues arose. • Responsible for optimising internal clinical efficiency, including reviewing applications for sabbaticals, secondments, Continuing Medical Education leave and involvement with recruitment panels for all medical staff and senior allied health staff. • Ensure consistency, quality, and safety of the planning and delivery of public health services within the region. • Lead and support the development and implementation of clinical governance within the regional public health service and contribute to clinical governance within wider Te Whatu Ora as required. • Support the response to locally, regionally, or nationally significant public health events and emergencies. • Supports innovation in regional service development and delivery, including in Public Health Medicine. • Actively monitor and review surveillance intelligence of the regional public health landscape and provide timely advice to RD related to existing public health issues within the region and emerging public health issues which may affect the region in future. • Be the connection point and usually be the conduit into the clinical escalation pathway between the regional service and other regional and national parties (e.g., NPHS or Public Health Agency, Te Aka Whai Ora, Pacific Health). • Participate in public health clinical networks.
<p>Sector alignment</p>	<ul style="list-style-type: none"> • Work as part of the new public health system contributing expertise to support Te Aka Whai Ora. • Support and contribute to external relationships with other parts of the health service as well as with government and non-government agencies, and community leaders. • Establish and nurture strong relationships with partners, government and across sectors. • Provide Tiriti-led leadership, analysis, and advice on initiatives in public health to support goals of Pae Ora. • Ensures active engagement with stakeholders to ensure that public health aligns with sector plans and priorities. • Work across Public Health services, to drive multidisciplinary engagement to ensure national planning, regional coordination and collaboration with service design and quality improvement, and a process for deliberate planning for scale of innovations across the public health service.
<p>Emergency Response</p>	<ul style="list-style-type: none"> • Hold a CIMS lead role in Outbreaks and Response when required. • Support the systems and processes required in an outbreak or event. <p>At times, all staff may be expected to respond and return to work to assist in an emergency situation to: -</p> <ul style="list-style-type: none"> • Protect the health of the affected population

	<ul style="list-style-type: none"> • Contribute to the development and implementation of emergency and pandemic incident response plans • Enable the provision of business continuity of the service • Participate in rosters to ensure work coverage during response & emergency events.
Key Result Areas	Expected Outcomes for all Te Whatu Ora Leaders
Achieving equity for pae ora	<ul style="list-style-type: none"> • Works collaboratively with other business units and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022¹, and the Te Pae Tata the NZ Health Plan. • Ensure all Directorate work prioritises equity • in the work programme of the Directorate that impact on iwi and Māori communities and the eight Pacific nations' communities, addresses intersectional inequities and equity as both a population health concerns and a Tiriti right for Māori
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Advocate and challenge to ensure all work reflects our te Tiriti o Waitangi obligations • Champion the Article II rights of iwi and Māori communities to maintain tino rangatira & progress their mana motuhake in the work programme of the NPHS • Ensure a focus on equity for Māori as a right under Article III in the work programme • Contribute to developing a Tiriti dynamic Directorate & make a positive contribution enhancing the Tiriti literacy of the workforce
People and Culture	<ul style="list-style-type: none"> • Lead a culture that enables employees to learn and grow in order to deliver responsive and trusted services, ensuring career growth and development, and supporting Te Whatu Ora NPHS to be seen as a preferred employer. • Act as an ambassador for the values and behaviours of the desired organisational culture, Te Mauri o Rongo¹, ensuring unification of diverse individuals and teams whilst supporting positive local cultures to be retained and strengthened., and driving performance through the effective team-working and empowerment to achieve current and future service delivery. • Lead and develop the team so Te Whatu Ora NPHS has the skills and performance outcomes it requires now and for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities, and others.
Strategic Health Outcomes	<ul style="list-style-type: none"> • Work collaboratively with other NPHS services and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022². • Te Tiriti o Waitangi – will remain focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Will support tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery, and monitoring of health care. Will actively support kaimahi Māori by improving attraction, recruitment, retention, development, and leadership, and te ao Māori is reflected in all that we do.
Planning, direction, and implementation	<ul style="list-style-type: none"> • Contributes to the development and implementation of strategies and plans for the team, function, or service performance, and drives performance and delivery against objectives. • Contributes to business planning, monitoring and reporting, budget, and resource management effectiveness.
Achieving Equitable Outcomes	<ul style="list-style-type: none"> • Role-models a change in the way we work to improve health outcomes, equity for Māori, as well as Pacifica, Whaikaha, and other groups, that achieves the goals of Pae Ora.

¹ Health Charter, once developed

² The explicit purpose of Act is to: protect, promote, and improve the health of all New Zealanders; achieve equity in health outcomes among New Zealand's population groups, including by striving to eliminate health disparities, in particularly for Māori; and build towards pae ora (healthy futures) for all New Zealanders.

	<ul style="list-style-type: none"> • Demonstrates commitment to the NPHS performance in achieving equity. • Supports appropriate culture-led enquiries and responses (i.e., Māori-led, and Pacific-led), demonstrates awareness of colonisation, power relationships, and of the impact their own culture may have on interactions and service delivery.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Builds mutually beneficial partnerships internally and externally with inter-dependent stakeholders required to achieve sustainable performance outcomes. • Work with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit, and others, to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services • Role models effective team player behaviour and works to support inclusive, productive interactions and service delivery by actively breaking-down silo thinking and behaviour, especially at decision making level, to allow for best work. Collegially supports others to do the same. • Builds collaborative and highly effective networks of influence with staff across NPHS, Te Whatu Ora and with stakeholders, building trust and confidence. • Maintains awareness of work happening across Te Whatu Ora and support joined-up organisational positions on operational and policy issues, particularly with contentious and complex issues, to drive sustainable performance outcomes.
Compliance and Reporting	<ul style="list-style-type: none"> • Successful implementation of Health and Safety strategies 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. • Ensures active management and compliance with all relevant statutory, safety and regulatory requirements applicable to the team. • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Understands, and operates within the financial and operational delegations of their role, ensuring peers and team members are also similarly aware.

Key Relationships

Internal

- Medical teams within regional public health service
- Regional Clinical Directors Public Health Medicine from other regions
- Regional Clinical Director Nursing, Regional Chief Advisor Health Promotion, Regional Chief Advisor Health Protection
- Clinical networks within NPHS
- Kaitātaki | Group Manager Community & Whānau Wellbeing
- Kaitātaki | Group Manager Health Protection
- Kaiwhakahaere Umanga | Group Manager Strategy & Operations
- Kaitaki Mana Whakahaere
- Pacific Equity Lead
- Regional Intelligence Manager

External

- Director of Public Health
- Public Health Agency
- Te Aka Whai Ora – Māori Health Authority
- Mana whenua
- Wider health system Regional Clinical Leadership Groups
- Any wider health, social sector, NGO, or cross-government agencies when required
- Regional Integration Team Clinical Lead
- Iwi Māori Partnership Boards
- Pacific communities and leaders

Essential Requirements	
Experience	<ul style="list-style-type: none"> • At least five years' experience working in public health • Proven experience in Public Health Medicine clinical leadership and people leadership (minimum 3 years in previous leadership roles) • Experience in leading change and service and quality improvement initiatives • Experience in applying critical thinking, using sound judgment to develop options and knowledge of the machinery of government and policy development • Experience in developing professional frameworks and governance systems • Proven supervision, mentoring, coaching, and teaching skills • Demonstrable understanding of kawa and tikanga and a commitment to Te Tiriti o Waitangi & experience working in partnership with iwi & Māori communities • Demonstrable understanding & experience working in partnership with Pacific communities • Experience leading leaders and other senior staff, including building capability, innovation and lifting performance of a team/unit. • Experience developing and implementing effective group/team strategies and work plans that deliver on organisational objectives. • Successful experience creating a team culture in which people proactively try new approaches, learn, and develop and find ways to continuously improve in their area of expertise. • Senior leadership level experience and responsibility for managing organisational risk and compliance.
Knowledge, Skills, and Attributes	<ul style="list-style-type: none"> • Pae Ora & Te Tiriti o Waitangi - demonstrates an understanding of Pae Ora (Healthy Futures) Act 2022, and the significance and obligations of Te Tiriti o Waitangi, including how to give effect to these expectations in a meaningful way. • Leadership and management – has inclusive leadership and management skills able to maximise the quality and contributions of individuals and teams to drive outcomes. • Communication and relationship effectiveness – demonstrates mature communication and interpersonal skills, including the ability to write and present effectively, and to develop, unify and maintain strong internal and external relationships essential for achieving sustainable outcomes. • Planning and direction – has the ability to identify business / project requirements, develop or contribute to strategies and plans, and prioritise work of a team. • Operational management – has the ability to monitor and analyse performance to ensure the quality of work, identify areas of improvement, problem solve, and make sound decisions to achieve goals. • Continuous improvement – demonstrates an openness to the views of others, and an ability to model an agile³ approach that creates a culture where individuals at all levels bring their ideas and issues for constructive debate and finding improved ways forward. Has networks to support current knowledge of leading practices. • Dealing with ambiguity – demonstrates is comfortable with change and uncertainty. • Financial management – has a solid understanding of financial management, including budgeting, forecasting, and cost management. • Compliance and risk management - demonstrates an understanding of organisational risk and compliance, legal and regulatory requirements regarding relevant regulations and standards in New Zealand, to ensure compliance with these requirements. • Demonstrates a willingness to build constructive and effective relationships with stakeholders to build a sound understanding of their operational environment and context. • Sound knowledge of clinical governance

³ Agile approach – tries new approaches, learns quickly, adapts fast

	<ul style="list-style-type: none">• Sound understanding of Professional Ethics
Education	<ul style="list-style-type: none">• A medical degree with at least five years' experience working in public health.
Registrations and Certificates	<ul style="list-style-type: none">• Vocationally registered in Public Health Medicine with the Medical Council of New Zealand• Current Annual Practicing Certificate