

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Cancer Psychosocial Psychologist – Kaimātai Hinengaro		
Reports to	Associate Director of Allied Health Professionally responsible to Professional Leader Psychology		
Location	Nelson		
Department	Cancer Psychosocial Services		
Direct Reports	Nil	Total FTE	Up to 1.0
Budget Size	Opex	Nil	Capex
Delegated Authority	HR	Nil	Finance
Date	December 2025		
Job band (indicative)	APEX Psychologist Step 1-10		

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.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

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 will 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.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

Health or Clinical Psychologists working within cancer services play a vital role in helping patients and families navigate the challenges of cancer treatment and recovery.

This role has been designed for an experienced clinician who has excellent skills in relationship development and networking. The successful candidate will have proven clinical expertise, to support our system to be better integrated to improve our ability to be responsive, holistic, person centred, and recovery focused. They must demonstrate an awareness of the wider social determinants of health.

They will ensure their contributions support the strengthening of our system-wide priorities.

The Cancer Psychosocial Psychologist role works within the multidisciplinary team to help patients navigate the emotional, psychological and social challenges associated with a cancer diagnosis, treatment and survivorship. The work is an integral part of improving the quality of life and wellbeing of patients during their cancer journey.

At Health NZ, health and clinical psychologists work as part of multidisciplinary teams to provide evidence based psychological assessments and interventions for clients of their teams. They also provide other services to support the development and function of their teams and the organisation. 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.

Psychological services are provided in accordance with designated standards of practice and with a commitment to the principles of the Te Tiriti o Waitangi. We seek to minimise the health inequities and improve care for Maori, Pacific, and vulnerable populations.

Key Result Area	Expected Outcomes / Performance Indicators
Leadership & Management	<ul style="list-style-type: none"> • Contributes to the development of team goals and service delivery. • Actively promotes and supports staff to work using an integrated approach across the continuum of care, promoting person centred practice. • Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists line managers and professional leaders in clinical assurance activities as requested. • Contribute and where indicated, provide leadership and direction to the planning, organisation and evaluation of services. • Utilises resources (time, equipment,) efficiently and effectively. • Represents the team / service at directorate as agreed with the line manager. • Presents a credible and positive profile for the service both within and external to Health NZ. • Contributes to relevant certification and accreditation activities. • Maintains timely and accurate statistics as required by department.
Clinical Practice	<ul style="list-style-type: none"> • Provides psychological assessment and treatment for people undergoing cancer treatment and recovery. • Specialist assessment, including formulation and treatment plan, in response to referrals from members of the oncology multidisciplinary team. • Provide interventions using evidence-based individual therapy models, therapeutic groups, family therapy, psycho-educational groups, staff education, behavioural management, case consultation. • Provides psychological perspective to MDT teams. • Support MDTs to enhance health outcomes for patients, while also contributing to staff wellbeing. • Provide psychological consultation to other services to assist them with the management of patients not directly treated • Commitment to the principles of Te Tiriti o Waitangi • Honouring Cultural Diversity & Equity • Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities. • Represents the service and / or individual patient at clinical meetings and case conferences to ensure the delivery of a

	<p>coordinated multidisciplinary service and to ensure the service profession is integrated into the overall treatment programme (where appropriate) including discharge planning.</p> <ul style="list-style-type: none"> • Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines. • Delivers high quality, evidence-based and time efficient psychological assessment and treatment for service users. • The assessment creates an understanding of the person and their difficulties from a broad bio-psycho-social and developmental perspective, using detailed psychological, cognitive and behavioural assessment interviews, and standardised assessments tools, if indicated. • Develops sound psychological formulations based on the assessment, including a response to referral questions, and providing treatment planning and recommendations as appropriate. • Provide formal psychological assessment reports and psychological testing reports (if indicated), according to standard and within timeframes. Using outcome measures / feedback to measure the effectiveness of the interventions • Participates in MDT clinical reviews, providing a psychological perspective and consultation, and acting as a resource for the MDT. • Adhere to the NZ Psychologists Board Cultural Competencies documents. • Respect, sensitivity, cultural awareness is evident in interpersonal relationships • Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices. • Be an active, integral member of the MDT. • Completes documentation consistent with legal and organisational requirements. Provide letters to referrers and other appropriate external agencies in an efficient and timely fashion. • Demonstrates provision of and support to others with culturally safe / bicultural practice with patients/clients and their whānau.
<p>Teaching & Learning</p>	<ul style="list-style-type: none"> • Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should comply with professional registration requirements. • Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. • Be involved in the induction and training of newly appointed staff as required. • Supports and encourages the team, profession and other health professionals in developing collaborative interprofessional learning opportunities (across professions, services, Districts & sectors).

	<ul style="list-style-type: none"> Provides mentoring and clinical support and/or professional supervision where required. Demonstrates the ability to critically evaluate research and apply to practice. Completes mandatory training as applicable for the role. Participates in an annual performance review and associated clinical assurance activities. Participates in regular professional supervision in line with the organisation's requirements and/or professional body. Attends department in-service training programme.
Service Improvement and Research	<ul style="list-style-type: none"> Drives changes in practice and/or models of care, in line with evidence-based practice (where available), research evidence and audit activity aligned with the strategic direction of the profession and organisation. Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways/treatment protocols, standards of practice etc. Contributes to annual planning process, including identifying gaps in service and participating in work/projects that may result from the planning process. Practises in a way that utilises resources in the most cost-effective manner, including inter-disciplinary and transdisciplinary practice. Support and promote audit and research. Pro-actively participate in quality improvement processes in your area of work. Active participation in department quality and service developments.
Professional Competencies	<ul style="list-style-type: none"> Maintain own professional registration requirements as directed by the legislation relevant to the incumbent's profession. Complies with the requirements of the NZ Psychologists Board and the Health Practitioners Competence Assurance Act (2003); Code of Ethics for Psychologists Working in Aotearoa New Zealand (2002); Core Competencies for the Practice of Psychology in New Zealand by the NZ Psychologists Board; NZ Psychologists Board's Best Practise Guidelines where relevant. You have an up-to-date professional development plan.
Other Duties	<ul style="list-style-type: none"> Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience. You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.

	<ul style="list-style-type: none"> • You produce work that complies with Health NZ processes and reflects best practice. • Live and support the Health NZ values in everything you do.
Professional Development	<ul style="list-style-type: none"> • Identifying areas for personal and professional development. • Negotiate attendance at appropriate education & training following due process. • Participates in professional supervision in line with the organisation's requirements and/or professional body. • Utilises formal supervision for safe practise and skill development. • Participates in the organisation performance development process. • Training and development goals are identified/agreed with line manager /professional leader. • Performance objectives reviewed annually with the line manager / professional leader. • Continue to seek clinical supervision and professional education in areas of relevance to the role. • Regularly participate in, and actively meet requirements of clinical supervision; and participate in peer review. • You actively seek feedback and accept constructive criticism.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • 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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same.

	<ul style="list-style-type: none"> • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place/ followed. • 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 the ASSOCIATE DIRECTOR OF ALLIED HEALTH

- Operational issues
- Performance or competence concerns
- Situations that place patients, staff or yourself at significant risk without support
- Professional issues
- Clinical standards failure
- Workforce issues
- Fitness to practice issues
- Health and safety concerns

Relationships

External	Internal
<ul style="list-style-type: none"> • Registration Authority • Professional Association • NGO Maori Providers • NGO - Community • GP's and Primary care • ACC • Peers in other Districts 	<ul style="list-style-type: none"> • District Chief Allied Health Scientific and Technical • Associate Director Allied Health • Professional Leader Psychology • HOD Oncology • Clients / Consumers • Caregivers and whānau • Clinical Staff • Te Waka Hauora • Mental Health & Addictions Services • Te Waipounamu Regional Cancer Psychosocial Services Lead

About you – to succeed in this role

You will have

Essential:

- Experience in implementing Te Tiriti o Waitangi in action.
- Doctoral Degree or Masters plus Post-graduate Diploma in Health or Clinical Psychology, or equivalent
- Registered with the NZ Psychologists Board under the Health Practitioners Competency Assurance (HPCA) Act 2003, with a current Annual Practising Certificate
- Appropriate scope of practice for area of competence
- Membership of either NZ Psychological Society or NZ College of Clinical Psychologists.
- Evidence of continuing professional education
- Must be eligible to work in New Zealand or have a work visa/permit
- Current full drivers' licence.
- Not less than 12 months practical experience in health or clinical psychology (including practicum experience during training)
- Experience in therapy with people with physical health difficulties and concerns.
- High level of verbal and written communication skills
- Excellent report writing skills
- PC based computer skills, including word processing
- Knowledge of health psychology theory and practice
- Cultural awareness and sensitivity in clinical practise and the delivery of services
- Competencies in psychological assessment, including psychometrics where appropriate; treatment planning and provision of individual psychotherapy.
- Ability to work with as part of a multidisciplinary team
- Be evidence/best practice focused on service delivery and be motivated and a commitment to directing professional development and personal growth.
- Work actively and co-operatively in an inter-professional team and liaise appropriately with relevant health care professionals and others involved with the patient including family, support persons, and external organisations.
- Ability to positively contribute to the welfare of the team
- Ability to positively contribute to the health psychology discipline
- Able to work as an independent professional
- Commitment to working in a multidisciplinary team

- Flexibility to provide variety of clinical services at times and locations as required. Outstanding interpersonal and communication skills.
- Ability to network, develop key relationships and partnership.
- Influencing skills, ability to get others on board and motivate them to reach their potential.
- Possesses the ability to think outside the square as well as to communicate and influence at all levels.
- Innovative, proactive, enthusiastic, flexible and creative with a positive approach to all situations including problem solving.
- Ability to motivate.
- Ability to work in a supportive and honest manner.
- Demonstrable peer credibility and respect.
- Accepts responsibility for own actions.

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.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- 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 invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

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.

From time to time, it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. If this occurs this will be discussed with you. This Position Description may be reviewed as part of the preparation for your annual performance and development review.