

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 or Registered Psychologist
Reports to	Manager – iCAMHS
Location	Nelson / Tasman
Department	Infant, Child & Adolescent Mental Health Services
Date	08 July 2026
Salary band (indicative)ⁱ	APEX Psychologists Collective Agreement Step 1 to Step 8
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:

- Provide psychological interventions for clients referred to iCAMHS.
- Function as part of a multidisciplinary team to provide a quality psychological assessment and treatment service for clients referred to iCAMHS with a range of mental health conditions, using evidence-based psychological treatments and interventions.

This role is a pivotal role for mental health and addictions services to support our integration programme. The vision for our programme is:

Working with people of our community to promote, encourage and enable their health, wellbeing and independence by providing flexible responsive integrated mental health and addictions services

This role has been designed for an experienced clinician who has excellent skills in relationship development and networking.

This position may be required to work across primary, community and secondary services as part of the delivery of an integrated Mental Health and Addictions model of care for Nelson Marlborough. Including working across agencies with our cross sector partners.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical To provide psychological assessment and treatment for clients referred to iCAMHS.	• Referrals are actioned in accordance with service protocols, including documented informed consent. • Assessments are comprehensive, complete, and of relevance to the client's presenting problems. The assessment will include psychometrics as appropriate. • The outcomes of the assessments are communicated to the MDT in an appropriate format, and notes reflect formulation, clinical diagnosis if indicated, treatment planning, presentation & progress towards goals. • Works from a collaborative model with client and family, and other relevant parties and partner agencies, including the referrer. • Provides evidence-based psychological interventions and treatment for clients referred to iCAMHS.
Client-Centred Care	• The assessment and formulation are clearly communicated to the client and their family, and there is a shared understanding of the treatment plan. • Treatment process includes regular reviews of progress for this targeted episode of care. • Collaborative approach with client, family / whanau and any partner agencies.
Consultation and Supervision • To utilise consultation skills within multidisciplinary team. • To participate in Clinical supervision.	• Takes opportunities to utilise consultation skills consistent with psychological theory and practice. • Appropriately participates in informal and formal supervision. • Utilises formal supervision for personal skill development and safe practice.
Participation in iCAMHS Duty roster	• Work as part of the current iCAMHS duty team, completing daily routine referral screening, triage and duty work as required. • Support the triage process inclusive for Maori clients and their whanau offering culturally appropriate navigation for access to partners in care and external services.
Service Development • To participate in quality improvement	• Is involved, as required, in training and developing programmes, based on psychological research evidence. • Participates in and understands quality assurance, service standards, Health and Safety, Risk Management, Performance Management and Privacy Act regulations.

initiatives within the team and within the discipline.	• A quality, customer-focused service is provided at all times, which follows best practice.
Team Work To be an active integral member of the multi-disciplinary teams.	• Complies with organisational policies and procedures and behaviour is consistent with and according to professional Code of Ethics. • Promotes best practise interventions for clinical needs of clients, and presents psychological perspective within the team. • Provides constructive advice and support to other staff on psychological issues related to clients.
Professional Development	• Identifies own learning needs and uses professional development to maintain competence and improve skills base, in accordance with the psychology professional development allowance. • Negotiates attendance at appropriate education and training. • Participates in required annual performance review processes including review of performance goals and identification of areas for professional development. • Complies with Psychologists Board CCP requirements.
Quality Improvement	• Pro-actively participates in quality improvement processes in your area of work. • Support our teams to, at all times, provide a high quality, customer oriented and focused service, which follows evidence based practice.
General	• Other duties as negotiated with your Manager.
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.

Matters which must be referred to your manager

- Any misconducts or breaching code of ethics / practice standards
- Conflict of interests

Relationships

External	Internal
• Mental Health NGO support services: Pathways, Health Action Trust • Kaupapa Maori Mental Health & Social Services: Te Piki Oranga • Primary Mental Health services • GP's • Education providers, school guidance counsellors • Oranga Tamariki • Community agencies	• Emergency Department • Paediatric and Child Development Services • Support Services Coordinator • Addiction Services • Adult MH Services • MHAS General Manager, Professional Leads, ADON

About you – to succeed in this role

You will have

Essential:

Qualifications

- Registered in the Clinical Scope of practise with the NZ Psychologists Board under the Health Practitioners Competency Assurance Act (2003) and holding a current Annual Practising Certificate.
- A Masters or Bachelor (Honours) Degree, plus Post-graduate Diploma in Clinical Psychology (or acceptable equivalent).

Experience

- Previous experience in Mental Health and an interest in working with children, adolescents and their families would be an advantage.
- Able to provide specialised interventions including clinical psychometric and neuropsychological assessment tools.
- Experience working within a multi disciplinary team

Knowledge

- Current knowledge and experience of Mental Illness and related issues.
- Knowledge of and commitment to biculturalism and the Treaty of Waitangi.
- Up to date with the current research findings about major mental illness and trends in mental health service delivery.
- Beginner/Intermediate knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position
- Understands and complies with Health NZ (Nelson Marlborough) Information Technology policies

Skills and Abilities

- Excellent communication skills.
- Willingness and ability to work in multi-disciplinary teams.
- Cultural sensitivity in the delivery of services.
- Ability to establish objectives, set priorities and work through their implementation.
- Commitment to ongoing professional education.
- Ability to work alongside a range of professionals in the Health System.
- Ability to negotiate and follow procedures to resolve issues in a professional manner.
- Proven conflict resolution skills and able to problem solve.

Desired:

- Nil

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:

- Nil

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.