

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Midwife Clinical Coach			
Reports to	Midwife Manager			
Location	TBC			
Department	Maternity			
Direct Reports	Nil		Total FTE	
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR	Nil	Finance	Nil
Date	June 2026			
Job band (indicative)	As per MERAS SECA			

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

About the role

The primary purpose of the role is to:

- Work in a supernumerary capacity to provide practical clinically focused education and coaching in the clinical environment to consolidate practice and build confidence
- Role model excellent clinically and culturally safe care.
- Provide supervision, coaching and clinical education to midwives undergoing “return to practice” RTP or new to New Zealand practice. Working with Midwifery Council requirements to ensure that midwives succeed in attaining a full midwifery annual practicing certificate

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- Provide close clinical support for New Graduate Midwives (MFYP) to enable them to succeed in their first year of practice and become resilient practitioners
- Support the on-boarding of new staff and Maternity Access Holders and participate in their orientation
- Work alongside staff who need to refresh their clinical skills or knowledge
- Provide support and feedback to midwives during a Performance Improvement Plan (PIP)
- Encourage and support the professional development of midwives
- Collaborate in creating a caring working environment where all staff and access holders are respected and valued

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. • Role models midwifery critical thinking and decision making • Role models excellent communication, collaboration and documentation • 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
Supports midwives to thrive in the clinical environment	• Meets with midwives who will need orientation and support to become familiar with the workplace setting (e.g. New graduates, RTP, new to New Zealand etc.) identifies clinical needs and agrees a learning and skill development plan • Uses adult education principles and provides coaching in a positive and supportive manner, and encourages critical thinking skills • Liaises with students and Tertiary education providers to engage students who will become new graduates • Participates in new staff and new LMC on-boarding and orientation

	- Identifies staff who have learning needs and liaises with their manager and professional lead to ensure appropriate support and plans are in place - Provides education and support to staff when new equipment, guidelines or clinical software is introduced into the workplace
Liaises with and meets Midwifery Council requirements	- For staff that have conditions on their practice and are undertaking a period of supervised practice the Midwife Clinical Coach will act as a supervisor. - The midwife clinical coach will not have any management responsibilities for these staff members, but will work with the Manager and Professional leader to ensure a robust programme is in place so that the staff member can meet Midwifery Council requirements - The midwife clinical coach may be required to sign an agreement with the Midwifery Council outlining their role and responsibility in respect to midwives who have additional learning requirements.
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 - Demonstrates a willingness to learn, adopt new ideas and take on additional skills and as needed - Is seen a leader in the service, creating a collaborative and safe environment conducive to learning
Supports the leadership of the maternity services ⁷	- Works with the professional lead, midwife manager and midwife educator as part of the leadership team for the unit - 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

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Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
Te Tiriti o Waitangi	- 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	- 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 - Demonstrates willingness to personally take a stand for equity - Supports Māori-led and Pacific-led responses
Culture and People Leadership ¹	- Leads, nurtures and develops our team to make them feel valued - Prioritises developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others - Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally - Implements and maintains People & Communications strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation's strategic and business goals - Ensures Maternity Unit culture develops in line with expectations of Te Whatu Ora, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained and strengthened
Innovation & Improvement	- Is open to new ideas and creates 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	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

	Works with peers in Hauora Māori and Pacific Health to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
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 the Midwife Manager and/or Professional clinical lead)¹²

- Any personal absence from work
- Any serious concern about the clinical safety of a practitioner
- Any serious concern regarding ability of a practitioner to meet the Midwifery Council standards or complete the tasks required of their education plan

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 - The role involves being present in the clinical setting and will involve a lot of walking and at times responding to emergency bells. This does require a reasonable level of fitness, and this can put a strain on feet, knees and hips.
Mental ¹⁴	The role involves public speaking in front of a class of peers which can be mentally challenging

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	- The role involves working with groups of learners at different levels of knowledge and competency and with differing learning styles which can be mentally demanding in keeping all engaged. - The role involves working with new staff or staff with specific clinical deficits who are likely to feel anxious and concerned
Emotional ¹⁵	- This role involves working with learners who are reluctant to engage which can be emotionally challenging - The role involves occasionally working with bereaved whānau and whānau who have experienced an adverse outcome, this can trigger memories of personal loss. - The role involves assessing the clinical practice of staff and at times advising staff they have not met the required standard. This will be upsetting for the staff member and emotionally challenging for the midwife clinical coach.

Relationships

External	Internal
- Wahine, newborns and whānau - Lead maternity carers - Private birth centres - Tertiary education providers - Student midwives - Midwifery Council Te Tatau o te Whare Kahu - New Zealand College of Midwives - MERAS - Ngā Maia	- District Chief Midwife - Senior Midwifery leadership team - Midwife educators - Maternity staff - Obstetric staff - Anaesthetic and Theatre staff - ED staff - Nurse educators

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification
- Experience in implementing Te Tiriti o Waitangi in action
- Be a registered with the Midwifery Council in New Zealand²
- Hold a current Midwifery APC²
- Have a current Vulnerable Children's Act children's worker clearance screen
- Have a minimum of 5 years' midwifery experience²
- Experience as a preceptor, or mentor

Desired:

- QLP Leadership domain
- Have completed a course on adult learning or education or plan to in the next 12 months
- 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
- Demonstrate a high standard of verbal and written communication skills

Desired:

- Ability to move between areas if the role demands flexibility

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.