

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

Title	Senior Medical Officer – Consultant Hepatologist, New Zealand Liver Transplant Unit		
Reports to	Service Clinical Director		
Location	Auckland City Hospital		
Department	New Zealand Liver Transplant Unit		
Direct Reports	-	Total FTE	1.0
Budget Size	Opex	Capex	-
Delegated Authority	HR	Finance	-
Date	August 2025		
Job band (indicative)	SMO		

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

The primary purpose of the role is to:

- To provide both transplant and non-transplant Hepatology service.
- To ensure that the service provided is consistent with the vision of the service.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	<p>The clinical role is to provide specialist hepatology and liver transplantation care to the population of New Zealand. The role involves the care of inpatient and outpatient liver transplant and hepatology patients. This includes being on the on-call roster 1: 4, looking after inpatients and providing hepatology advice and care for patients referred from within Auckland City Hospital and as a tertiary service to physicians around New Zealand.</p> <p>Competence in the assessment of candidates for liver transplantation and in their pre- and post-transplant management and management of end-stage liver disease, including acute and chronic liver failure is required. Specialist interest in Adolescent and Young Adult (AYA) health and undertaking clinic assessment and long-term patient care before transition to the adult services. Senior support and mentoring in this role will be available; however, the role will in the long-term include leadership in the AYA management.</p> <p>The NZLTU provides a national based multidisciplinary service for the assessment and management of patients with hepatocellular carcinoma. Involvement in the multidisciplinary hepatoma service is required.</p>

The liver unit has three advanced trainees in Gastroenterology, who have clinical supervision and guidance of their training and research from the transplant hepatologists.

Participation in the regular revision of the NZLTU Liver Transplant protocols to reflect advances in management of liver transplant recipients and hepatology patients.

Competence in Te Tiriti o Waitangi and He Korowai Oranga (Māori Health Strategy). Under Te Tiriti, NZLTU has obligations to actively partner with Māori during the development and implementation of new initiatives that focus on equity and access to hepatology and transplant services. Hepatology services in New Zealand should improve health outcomes in Māori and reflect their health aspirations. The Liver Unit hepatologists participate with regional satellite clinics in Wellington, Christchurch and Dunedin. Collaboration with colleagues in Australia and Asia-Pacific with active participation in international societies (such as APASL, EASL, AASLD, ILTS) is encouraged including participation as a Principal and Associated Investigator for clinical trials within the Liver Research Unit. Commitment to and demonstrable involvement in, auditing, accreditation, credentialing, and peer review is required.

There is opportunity to undertake inpatient and outpatient endoscopy list once a week.

Professional Development, Education and Support	<ul style="list-style-type: none"> • Responsible for own ongoing professional development (Including meeting College CPD requirements) • Responsible for ensuring updates required are undertaken (ACLS, Fire). • Responsible for assisting with the coordination and facilitation of formal Registrar teaching programme. • Responsible for assisting with the medical school teaching as required. • Responsible for encouraging, supervising and assessing registrars' and fellows' research and audit activities
Communication and Interpersonal Skills	<ul style="list-style-type: none"> • Provide feedback/updates on all patients to referrer. • Liaises with clinic co-ordinator and surgical bookings clerks regarding clinics and OR list compilation. • Annual Leave and Conference leave is notified at least six weeks in advance and is co-ordinated with the other three Hepatologists within the Unit • Ensures that registrars receive feedback during specialist hepatology training as prescribed. • Actively listens, drawing out information and checking understanding. • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference. • Empathises with others and considers their needs and feelings. Able to negotiate and resolve disputes amicably. • Effective at building relationships both internally and externally.

Team Contribution	<ul style="list-style-type: none"> Assists department to achieve objectives, including budgeted outputs. Ensures departmental resources are used effectively Support Te Whatu Ora key goals to ensure the service is safe and effective Collaborates with team members from all disciplines & professional groupings, within Auckland City Hospital and across New Zealand Commitment to the on-going development/improvement of organ transplantation and hepatology services at Auckland City Hospital and across New Zealand. Commitment to the successful introduction of innovative services and quality improvements within NZLTU. Commitment to providing satellite hepatology/liver transplantation clinics around New Zealand and building “shared care” with referring physicians
Organisational skills. Self-Management and Innovation	<ul style="list-style-type: none"> Establishes a plan of action and achieves priority goals. Manages workload/flow, recognises and addresses barriers, and takes account of changing priorities. Sets high standards, displays drive and energy and persists in overcoming obstacles. Copes with stress, is resilient to change and understands personal limitations. Is proactive and displays initiative. Ability to use standard software application. A proficiency in knowledge and application of medical statistical methods is preferred Ability to set up and run new initiatives such as specialised Hepatology clinics and regional and national clinical pathways Actively questions old ways of doing things, thinks outside the square and develops creative, effective solutions to improve outcomes.
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.
Culture and People Leadership	<ul style="list-style-type: none"> Leads, nurtures and develops our team to make them feel valued.

	<ul style="list-style-type: none"> Prioritises developing individuals and the team so Health New Zealand 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 Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
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. 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. 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 Service Clinical Director

- Significant quality or safety issues

- Serious clinical standards failure
- Any emerging factors that could prevent achievement of the service/s objectives at year end
- Any matter that may affect the reputation of the service/s or Auckland District Health Board

Relationships

External	Internal
<ul style="list-style-type: none"> • Relevant college • G.P's • Specialists external to ACH, including in private practice • Staff and services of other center's 	<ul style="list-style-type: none"> • Clinical Director NZLTU • Service Manager • Nurses • Admin/clerical staff • ACH specialties/services/staff • Departmental meetings

About you – to succeed in this role

You will have	<p>Essential:</p> <ul style="list-style-type: none"> • A relevant graduate and post-graduate qualification. • Experience in implementing Te Tiriti o Waitangi in action. • Medical practitioner registered with NZ Medical Council, or eligible for registration • Advanced training in gastroenterology and hepatology. • Completed a fellowship which is recognised by the Australasian College of Physicians or Clinical experience. • Professional qualification as Physician, either internist, gastroenterologist. • Fellowship of the Royal Australian and New Zealand College of Physicians (or equivalent). • Training in recognised liver transplant centre • Current CV includes evidence of presentations at scientific meetings and publications in peer-reviewed journals • <p>Desired:</p> <ul style="list-style-type: none"> • Completed a fellowship at a recognised liver transplant centre. • Completed or are currently writing a thesis for a post-graduate qualification (MD or PhD).
You will be able to	<p>Essential:</p> <ul style="list-style-type: none"> • 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.