

# 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.*

|                   |                                           |
|-------------------|-------------------------------------------|
| <b>Title</b>      | Fetal Medicine Midwife Specialist         |
| <b>Reports to</b> | Clinical Midwife Manager – Fetal Medicine |
| <b>Location</b>   | Te Toka Tumai, Auckland                   |
| <b>Department</b> | High Risk Clinics                         |

|                                             |                                              |
|---------------------------------------------|----------------------------------------------|
| <b>Start Date</b>                           | 31/08/2026                                   |
| <b>Salary band (indicative)<sup>1</sup></b> | MERAS: Senior Midwives Scale, Grade 4 Step 2 |
| <b>Children's Worker role<sup>2</sup></b>   | 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:

Work in partnership with whānau with complex pregnancies. To provide pregnant people and their whānau with expert advice and appropriate support and care during their pregnancy and the postpartum period. To provide expert care and support to those pregnant people and their whānau experiencing a pregnancy with a fetal anomaly and/or loss, including:

- Participating in fetal medicine clinics to meet the needs of pregnant people and their whānau; using midwifery care which is safe, appropriate and effective.

<sup>1</sup> 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.

<sup>2</sup> 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.

- Working collaboratively with the MFM subspecialists, and sonologists to optimise the whānau's wellbeing within the hospital and community settings whilst also upholding their right to informed consent.
- Working as an identifiable expert practitioner alongside and supporting the LMC.
- Providing support and coordinating care for pregnant people and their whānau from all over Aotearoa.
- Providing support and acting as an expert resource for LMC midwives from around the country seeking advice and input into their clients' care.
- Facilitating early referral to other services that clients may benefit from. These may include adult medicine specialists, pregnancy loss counsellors/social workers, neonatologists/paediatricians, lactation consultants and maternal mental health services.
- Maintaining current and up to date patient information resources
- Developing & maintaining expertise in normal and high risk pregnancies to provide excellent care to whānau

| Key Result Area                               | Expected Outcomes / Performance Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <b>Clinical &amp; Professional Leadership</b> | <ul style="list-style-type: none"> <li>• Protects, promotes and supports normal birth</li> <li>• Provides advanced midwifery care to and works in partnership with pregnant people and their whānau</li> <li>• Promotes practices that enhance the health of the whānau and encourages their active participation in their healthcare</li> <li>• Provides support for whānau when experiencing pregnancy loss</li> <li>• Provides expert clinical advice and support to LMC midwives caring for high risk whānau and their babies</li> <li>• Applies advanced midwifery knowledge and demonstrates professional accountability and responsibility for own practice.</li> <li>• Upholds professional midwifery standards and uses professional judgement as a reflective and critical practitioner when providing midwifery care.</li> <li>• Applies the Standards of Midwifery Practice and Turanga Kaupapa as described in the NZ College of Midwives Handbook for Practice.</li> <li>• Participates in continuous professional improvement activities at a leadership level relevant to the MFM service.</li> <li>• Establishes annual goals, objectives and performance targets and strategies to meet these</li> <li>• Attends educational opportunities relevant to the role and develops own clinical expertise</li> <li>• Models critical thinking and expert practice to advance midwifery and whānau-centred care</li> </ul> |
| <b>Evidence-based practice</b>                | <ul style="list-style-type: none"> <li>• Applies comprehensive theoretical and scientific knowledge to provide effective and safe midwifery care that improves outcomes for whānau and pēpi</li> <li>• Works to ensure that recommended best practice guidelines/policies are research based and relevant</li> <li>• Participates in and supports research within the MFM service</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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| To contribute to the overall service of the MFM unit | <ul style="list-style-type: none"> <li>• Participates in continuous professional improvement activities at a leadership level relevant to the MFM service.</li> <li>• Establishes annual goals, objectives and performance targets and strategies to meet these</li> <li>• Attends educational opportunities relevant to the role and develops own clinical expertise</li> <li>• Ensuring resources are used effectively and that departmental priorities are met</li> <li>• Working in partnership with the multidisciplinary team to ensure the service is safe and effective</li> <li>• Contribute to quality improvement in work practices and coordinate audits as and when required.</li> <li>• Contributes to the development and ongoing evaluation of pathways and guidelines relating to the care of MFM clients</li> <li>• Promotes Women's Health goals and Te Toka Tumai values</li> </ul> |
| <b>Access and Outcomes</b>                           | <ul style="list-style-type: none"> <li>• Supports efforts to improve access to services and achieve better outcomes for the communities we serve.</li> <li>• Uses evidence and insights to identify barriers and opportunities for improvement.</li> <li>• Contributes to inclusive, responsive, and effective service delivery.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Te Tiriti o Waitangi</b>                          | <ul style="list-style-type: none"> <li>• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way.</li> <li>• Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders.</li> <li>• Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <b>Health &amp; safety</b>                           | <ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>                                                                                                                                                                                                                                                                                         |
| <b>Compliance and Risk</b>                           | <ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                      |

### Matters which must be referred to your manager

- Where clinical support, guidance and assistance is required
- Where the midwifery scope of practice has been compromised
- Where personal values have resulted in the inability to be involved in the care of a client
- Safety concerns for staff or clients

### Relationships

| External                                                                                                                                                                                                                                                                                                                                                                           | Internal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| <ul style="list-style-type: none"> <li>• Lead Maternity Carers</li> <li>• Pregnant people and their whānau</li> <li>• Visitors/Members of the public</li> <li>• Other hospitals and healthcare catchment areas</li> <li>• Other MFM Units within NZ</li> <li>• Student, Midwives &amp; Lecturers</li> <li>• NZCOM/MERAS</li> <li>• NZ Midwifery Council</li> <li>• NZNO</li> </ul> | <ul style="list-style-type: none"> <li>• Clinical Midwife Manager</li> <li>• Auckland MFM team</li> <li>• Wāhi Rua network</li> <li>• Associate Directors of Midwifery</li> <li>• Director of Midwifery</li> <li>• Te Toka Tumai Midwives &amp; Nurses</li> <li>• Kai Atawhai / Cultural Staff</li> <li>• Laboratory services</li> <li>• Sonographers/ Sonologists</li> <li>• Genetic Services</li> <li>• Adult/Paediatric Services</li> <li>• Dietitians</li> <li>• Physiotherapists</li> <li>• Aronui Ora/Maternal Mental Health</li> <li>• Aranga Tetekura</li> </ul> |

### About you – to succeed in this role

#### You will have

#### Essential:

- NZ Registered Midwife with current APC
- Minimum 2 years post graduate experience
- Capability and emotional maturity to understand and support whānau through a complex pregnancy & birth journey and/or fetal loss

#### Desired:

- Evidence of previous or ongoing relevant post graduate education
- Experience caring for women with complex medical histories
- Experience working in a MFM Unit

#### 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:**

- Participates in appropriate continuing education- both teaching and learning.
- Develops, co-ordinates and evaluates clinical teaching
- Actively questions old ways of doing things, thinks outside the square and develops creative and effective solutions to improve outcomes. Applies initiative and skilled analysis in problem solving/decision making
- Able to work in small, close-knit team environment
- Provide whānau-centred care in a Compassionate, resourceful & accountable way