
Our Purpose

People enjoy the best sexual and reproductive health and rights

Role Statement

To use our expertise and courageous voice to advance equitable access to sexual and reproductive health services and information



Our values:

Manaaki - Equity, Respect, Integrity

Tika - Rights, Trust, Doing the right thing, Professionalism

Manawanui - Challenging boundaries, Boldness, Courage

Mahi Tahi - Collaboration, Working together.

Our Commitment to Te Tiriti o Waitangi

We are committed to giving effect to the principles of Te Tiriti o Waitangi to achieve equitable sexual and reproductive health and rights outcomes for Māori. We acknowledge that Te Tiriti must be the foundation for our relationships with Māori in the way we provide services, operate and govern. This approach is central to achieving our mission and our strategic vision of whakamanahia - equity, access, choice.

Our Commitment to Sustainability

We are committed to raising awareness of the links between climate change, resilience, sustainability and Sexual and Reproductive Health and Rights. We continually look for ways we can reduce waste and assess the environmental impact of current and new initiatives, making decisions that promote long-term sustainability.

About Sexual Wellbeing Aotearoa

We are Aotearoa New Zealand's leading sexual and reproductive health organisation. We believe people should have equitable access to quality services and information so they can make informed choices about their sexual and reproductive health.

About our People

Our people need to be adaptable, contributing, innovative and committed to our vision and mission. Our people are at the centre of our success and fundamental to progressing our strategic vision. We all have a responsibility for realising our dedication to diversity, equity and inclusion. We want our workplace to be safe, healthy and inclusive and everyone has an important role in contributing to this. We encourage open and honest communication so our people to feel supported to bring their best self to work.

About the position

The Medical Director provides strategic, professional and clinical leadership to support the delivery of safe, high-quality, evidence-based and equitable sexual and reproductive healthcare across Sexual Wellbeing Aotearoa. As a member of the Senior Leadership Team, the role contributes to organisational strategy, clinical governance, service development and continuous improvement, ensuring clinical practice and decision-making reflect professional standards, best practice and the organisation's strategic priorities.

The role provides professional leadership and oversight of the medical workforce, supports clinical capability and innovation, and works collaboratively with clinical leaders and other teams to strengthen service quality and client outcomes. The Medical Director also plays a key role in building external relationships, providing expert clinical advice, and representing and advocating for Sexual Wellbeing Aotearoa within the wider health sector.

Relationships

Reporting to	Chief Executive
Who will you work with Internal	All Sexual Wellbeing Aotearoa doctors for professional oversight Senior Leadership Team Regional Managers Clinical leadership team Research committee Quality and Compliance Advisor Senior Policy and Research Advisor
External	Medical Council of New Zealand Health New Zealand -Te Whatu Ora Medical Colleges – NZCSRH, RNZCGP, RANZCOG Medical Schools/universities (training bodies and tertiary institutions) Pharmacists Society Pharmac

Role Accountabilities and expected results

Strategic and Organisational Leadership

Accountability	Expected Results
- Provide expert medical and clinical advice to the Chief Executive, Senior Leadership Team and other leaders to inform organisational planning, decision-making and service development. - Contribute to the development and implementation of organisational strategy, priorities and improvement initiatives. - Work collaboratively with clinical and operational leaders to support the	- Organisational decisions and priorities are informed by sound clinical advice, evidence and an understanding of clinical risks and opportunities. - Clinical priorities and initiatives support the delivery of the organisation's strategic objectives. - Clinical and operational considerations are appropriately integrated into service planning, development and improvement.

development of safe, effective, equitable and sustainable services. • Champion evidence-based innovation and improvements in clinical practice and service delivery, including opportunities to improve access and client outcomes.	• Opportunities to strengthen clinical services, improve equity and enhance client outcomes are identified and progressed.
Clinical Governance Leadership	
Accountability • Lead the Clinical Governance Group, ensuring effective oversight of clinical standards, policies, protocols and improvement priorities. • Implement and review implementation of agreed clinical practice. • Clinical policies and procedures are developed, reviewed and changes implemented as prescribed from CGG. • Provide clinical leadership in investigating clinical complaints that require medical input and corrective actions identified and implemented. • Champion equitable, culturally safe and inclusive clinical practice, recognising Te Tiriti o Waitangi obligations and barriers to accessing care. • Monitor quality indicators, clinical outcomes, incidents and client safety measures. • Provide direction to ensure compliance with Medical Council, Privacy Commissioner and Health and Disability Commissioner.	Expected Results • Clinical governance processes support effective decision-making, clear accountability and timely implementation of agreed recommendations. • Clinical staff are informed of any changes to clinical changes evidenced through audits • Clinical concerns are appropriately investigated, corrective actions are implemented and learning informs improvements in practice. • Clinical practice and service improvements contribute to equitable access, culturally safe care and improved outcomes, particularly for Māori and underserved communities. • DAA Accreditation standards are met • Relevant clinical compliance, regulatory and accreditation standards are maintained.
Medical Workforce Leadership, Development and Planning	
• Provide professional leadership, oversight, guidance and support to medical staff across the organisation. • Oversee the development and implementation of medical orientation, training and professional development programmes. • Provide professional mentoring, coaching and guidance to medical staff to support capability, performance and career development. • Lead or contribute to medical staff performance management and professional matters, working collaboratively with relevant managers and Human Resources.	• Medical staff are supported to maintain high standards of professional practice, competence and conduct. • Medical staff have access to effective orientation, training and development opportunities aligned with service and professional requirements. • Medical staff are supported to develop their capability and maintain appropriate professional competencies. • Performance and professional matters are addressed fairly, consistently and in a timely manner.

• Support medical staff to meet relevant professional, ethical, registration and continuing professional development requirements. • Promote clinician wellbeing, professional engagement and a positive, collaborative workplace culture. • Facilitate appropriate clinical teaching, supervision and research opportunities. • Provide medical expertise and advice to support medical workforce planning, recruitment and retention. • Support recruitment, selection, credentialling and professional assessment of medical staff as required. • Establish and maintain relationships with medical colleges, training institutions and relevant professional bodies to support training, accreditation and workforce development.	• Medical staff maintain the competencies and professional requirements necessary for their roles. • A supportive and professional medical workforce is maintained, with wellbeing and engagement actively promoted. • Professional learning, teaching and research opportunities contribute to workforce capability and improvements in clinical practice. • Recruitment and credentialling processes support the appointment and retention of appropriately qualified and competent medical practitioners. • Workforce risks and capability requirements are identified early and addressed through appropriate planning and development initiatives. • Effective professional partnerships support medical training, accreditation, recruitment and workforce development opportunities.
External Relationships, Advocacy and Representation	
• Act as an organisational spokesperson on clinical matters when required, in collaboration with the Director of Nursing and relevant communications staff. • Represent Sexual Wellbeing Aotearoa in relevant professional, clinical and sector forums, networks and events. • Provide expert clinical input into advocacy, policy discussions and initiatives that advance sexual and reproductive health and rights. • Review and provide expert input into clinical information and content intended for external audiences. • Negotiate with external training institutions on issues of training and development and maintaining a close relationship with the appropriate external training institutions. • Acting as point of contact for medical colleges on matters of accreditation of posts and training. • Proactively working with external agencies to advocate for SRHR and raise the standards on provision of services and access to treatments for sexual and reproductive health	• Clinical information shared externally is accurate, evidence-based and consistent with organisational positions and communication protocols. • The organisation maintains a credible and influential presence in relevant clinical and professional discussions. • The organisation contributes informed clinical perspectives to relevant health policy, service development and sector discussions. • Public-facing clinical information is accurate, current and supports informed decision-making. • Sexual Wellbeing Aotearoa doctors comply with recertification requirements and performance and review processes. • Clinical expertise supports advocacy for improved services, access and health outcomes.

Clinical Practice

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| <ul style="list-style-type: none">• Maintain clinical competence and professional credibility through regular clinical practice and ongoing professional development.• Maintain current medical registration, an Annual Practising Certificate and all relevant professional and recertification requirements. | <ul style="list-style-type: none">• A minimum of 40 days of clinical practice is undertaken annually, subject to agreed organisational requirements.• Professional registration, certification and continuing professional development requirements are maintained.• Complete requirements of College CPD programme. |
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About you – what you will bring to the role

Experience, Knowledge, and Qualifications

- Qualified medical practitioner vocationally registered in any of family planning and reproductive health, general practice with PGCert in women's health, obstetrics and gynaecology or sexual health medicine with current APC.
- Minimum of 5 years recent clinical experience in relevant area.
- Previous clinical leadership experience demonstrating sound knowledge in strategic planning, development of business plans, workforce planning and development, project management and financial management.
- Demonstrated commitment to Te Tiriti o Waitangi and understanding of strategies to reduce disparities in Māori.
- Understanding and awareness of equity issues and the barriers that affect access to healthcare services.
- Outstanding problem-solving skills with the ability to effectively influence and/or negotiate desired outcomes.
- Established networks and proven ability to develop new strategic relationships and opportunities.
- Accepting of Sexual Wellbeing Aotearoa's philosophical stance towards reproductive and sexual health care and education.

Capabilities

- Implements strategy – aligns their work with strategic objectives and Sexual Wellbeing Aotearoa's vision of equity.
- Communicates clearly and listens – tailors messages so they are clear, succinct, respectful and resonate with different audiences.
- Innovative – open to innovative ideas and flexible ways of working and makes new suggestions to improve how we work.
- Supports organisational performance – suggests and acts on opportunities to do things differently, problem-solver and improves processes to achieve gains in effectiveness and efficiency.
- Builds internal relationships – contributes to their team, works collaboratively with others across the organisation and takes an organisation-wide view. Builds external relationships and interacts effectively with clients and other external stakeholders.
- Inclusive – welcomes and values diversity and contributes to an inclusive working environment where differences are acknowledged and respected.
- Understands the principles of Te Tiriti o Waitangi and has a commitment to develop cultural capability in Te Ao Māori.

- Manages and delivers on work priorities – plans and organises self to deliver work commitments to required timeframes and quality standards.
- Develops others – shares own experiences and learning and demonstrates leading values.

Characteristics

- Engaging others – connects with others, listens, reads people and situations, communicates tactfully.
- Achieving ambitious goals – committed, driven and determined in the face of obstacles.
- Curious – thinks analytically and critically and is eager to learn.
- Honest and courageous – can be bold when needed, is decisive and leads with integrity.
- Resilient – can respond to challenges and recover quickly, has the ability to adapt and maintain composure.
- Self-aware and reflective – encourages feedback on own performance, can self-assess, adapts approach, shows commitment to development.

Other details

This position description is a summary of the accountabilities and competencies required for the position. It is not an exhaustive list. This is a living document and may change as the organisational needs change.