



Position Description

Position title:	Orthopaedic Team Lead (RN/AT)	Date:	August 2026
Reports to:	Theatre Services Manager	Department:	Theatre
Number of reports:	Direct: Total (include indirect):	Location:	Rotorua
Delegated financial authority:	NA	Budget ownership:	No
Level of influence:	Leading self Leading others Leading leaders Leading the Organisation		

Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Vision	Purpose
Our vision is for what we aspire.	Our purpose is why we exist.
To help people live their best lives by reimagining healthcare.	To advance the provision of quality healthcare in Aotearoa New Zealand.

Values and Behaviours

Care First: Care is at our heart. It's the foundation of who we are and how we approach our mahi. Through genuine manaakitanga, we deliver a quality of care that makes healthcare more human.

Better Together: Our strength comes from connection and collaboration – we bring together our diverse skills, perspectives, and experiences in the spirit of partnership and kotahitanga. We all play our part creating better outcomes for everyone.

Pursue Excellence: Every day brings a new opportunity to improve, innovate, and excel. We don't settle for 'good enough'. We're here to do our best work, delivering our best care for the people and communities we serve.

Role Purpose

The purpose of this role is to provide clinical leadership to the Orthopaedic Theatre team through coaching, mentorship and the promotion of best practice. Maintaining a strong clinical presence, the Orthopaedic Team Lead (RN/AT) supports a positive team culture, staff development and exceptional patient outcomes while contributing to the ongoing success of the service.

Key Relationships

Internal

- Hospital General Manager
- Theatre Services Manager
- Theatre Services Team
- Ward Team Leader
- Quality and Development Manager
- Theatre Receptionist
- Other clinical staff

External

- Patients and their family/Whanau
- Medical Specialists
- Company Representatives

Key Accountabilities

Clinical Leadership

- Maintains and demonstrates clinical competency and mandatory requirements. This includes CPR, Infection Control, Fire and Evacuation, Health and Safety, Medication and IV Management
- Assists the Theatre Services manager with the management of emergencies and complex situations
- Supports the effective day-to-day operation of orthopaedic theatre services through clinical leadership and team coordination
- Provide leadership and clear direction for the operating theatre teams
- Proactive with skill development in conjunction with the Clinical Nurse Educator and specialty team leaders
- Initiates, encourages, and contributes towards an operating room culture that embraces and responds positively to change and the ongoing challenges in a dynamic environment
- Challenges current practices and behaviours to promote and deliver service excellence
- Promotes an operating room team that is proactive, collaborative, and collegial

- Creates meaningful moments for patients, whānau and colleagues through compassionate leadership and exceptional care
- Undertakes differing roles within the team to achieve desired outcomes and ensures seamless service delivery needs as directed by the Theatre Services Manager
- Assists the Theatre Services Manager in facilitating team meetings as along with Clinical Nurse Educator and team leaders
- Ensure staff practice within their designated scope of practice

Business Acumen

- Supports the smooth day-to-day operation of orthopaedic theatre services and proactively responds to changing service demands
- Works collaboratively with key stakeholders to ensure equipment, instrumentation and resources are available to support safe and efficient patient care
- Supports efficient theatre utilisation and workflow through effective leadership, planning and communication
- Contributes to departmental objectives and service initiatives that support organisational goals
- Promotes the effective use of resources while maintaining a focus on quality patient care and service excellence
- Supports appropriate staffing and skill mix requirements to ensure safe, effective and efficient service delivery
- Supports workforce planning initiatives that contribute to service effectiveness and team performance
- Promotes responsible use of equipment, stock and clinical resources
- Supports the implementation of service improvements and change initiatives within the theatre environment
- Acknowledge delegated responsibility for theatre leadership when the Theatre Co-Ordinator is unavailable and or on leave
- Provides clinical leadership and operational support as delegated by the Theatre Services Manager
- Fosters a positive, engaged and high-performing team culture that supports staff development, collaboration and continuous improvement

Relationship Management

- Maintains professional and effective relationships with all visiting medical specialists
- Provides a high standard of service and support to key stakeholders including patients and their families, internal and external customers
- Uses appropriate communication techniques to accurately determine the needs of the customer
- Actively seeks feedback to better understand needs and responds positively and proactively
- Is an active role model for others demonstrating organizational and departmental values
- Supports the resolution of workplace issues and promotes respectful working relationships.
- Supports a positive and proactive learning environment which promotes best practice
- Along with CNE coordinates resources and rostering to ensure all staff receives an appropriate orientation which includes monitoring of sign off and evaluation of effectiveness of the programme completed
- Assists Theatre Services Manager with annual performance reviews and recruitment as required

Safety Quality & Risk Management

- Promotes the provision of safe patient care, ensures quality service delivery and compliance with the Southern Cross Hospitals policies, guidelines, and clinical standards of practice
- Monitors trends and takes action in response to risk management and the incident reporting as part of the Safety, Quality and Risk management System (SQRM)

- Embraces and contributes to new approaches dealing with work problems or opportunities
- Leads and supports quality improvement initiatives that enhance patient outcomes, team performance and service excellence
- Works proactively towards ensuring attainment of Health & Disciplinary Sector Services Standards
- Assist Theatre Services Manager to ensure all aspects of legal compliance are adhered to

Professional Development

- Actively plans and participates in the maintenance of own professional development
- Demonstrates accomplished skills in supervision, coaching and teaching
- Contribute to staff performance and development processes through the timely completion and documentation of Meaningful Moments discussions, supporting monthly, quarterly, and annual review requirements.
- Encourages a culture of continuous learning and development across the orthopaedic theatre team
- Identifies and supports emerging talent and leadership potential within the team
- Assists the Clinical Nurse Educator through planning and rostering that both enables and encourages access to professional development activities
- In conjunction with the Clinical Nurse Educator guides preceptors with the support of students and new staff to the department

Other

- Assists with other activities of a clinical or business nature, including performing delegated tasks, being a team member in work activities and/or project management and action plans as and when required

Health, Safety and Wellbeing

- All employees are responsible for complying with health and safety policies and procedures.
- You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk.
- Identify, report and self-manage hazards where appropriate.
- Ensure that you complete early and accurate reporting of incidents at work.
- Participate and co-operate for shared health and safety responsibilities
- Actively participate where improvements to health and safety at SCHL can be made

Commitment to the principles of Te Tiriti o Waitangi

- Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.

Commitment to Diversity, Equity and Inclusion (DEI)

- Honour diversity by acknowledging and respecting others' spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships.
- Seek opportunities to include diversity, equity and inclusion practices in everyday work.

Commitment to Environment, Social and Governance (ESG)

- Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments.
- Actively engage to improve your knowledge regarding sustainable practices whenever possible.

Role Requirements

Experience and skills required:

- Operating Theatre experience >5 years
- Previous leadership/management experience is desirable
- Demonstrated leadership experience or leadership potential within a perioperative environment
- Level 4 Expert PDRP desirable
- Computer literacy

Education and qualifications required:

- Registered Nurse with a current New Zealand Nursing Council Annual Practising Certificate or other relevant Registered Health Professional with a current competency-based Practising Certificate
- Post graduate diploma or evidence of ongoing education relative to practice/position

Leadership Attributes

Human Centred Leadership

- Empathy
- Adaptability
- Connection

Performance Coach

- Accountability
- Engagement
- Collaboration

Change Enabler

- Execution
- Energy
- Contribution