



Position Description

Position title:	Registered Nurse	Date:	November 2025
Reports to:	Theatre Services Manager	Department:	
Number of reports:	Direct: 0 Total (include indirect): 0	Location:	
Delegated financial authority:	NA	Budget ownership:	Yes/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

To provide safe, appropriate, quality patient and family centred nursing care.

Key Relationships

Internal

- Senior leadership team
- All other hospital employees

External

- Patients and their families
- Medical specialists

Key Accountabilities

Capability

- Uses nursing knowledge and critical thinking to provide evidence-based care ensuring holistic assessment, comprehensive planning, skilled interventions, and robust evaluation
- Completes required documentation to a high standard – hard copy and electronic
- Directs, monitors, and evaluates care that is provided by enrolled nurses, healthcare assistants and others
- Promotes a culturally sensitive environment that enables patient safety, independence, quality of life and health
- Assists with other activities of a clinical or business nature that includes performing delegated tasks, being a team member in work activities and/or project management and action plans
- Is a reflective practitioner both in practice and on practice

Relationship Management

- Therapeutic relationships with patients are appropriate and support quality outcomes
- Communicates effectively with patients and their families
- Relationships with colleagues and Medical Specialists are maintained to ensure positive interaction and a collaborative team environment

Safety Quality & Risk Management

- Ensures compliance with all legislation relating to nursing practice and ensure all staff work within the Southern Cross Healthcare Policies, Guidelines and Clinical Standards of Practice. E.g., Health & Disability Sector Services Standards
- Action taken improves quality of care and practice (best practice, audit, corrective action) improves the standards of nursing practice.

Professional Development

- Actively plans and participates in the maintenance of own personal and professional development
- Participates in SCH PDRP
- Individual responsibilities, actions and contributions are aligned with our values and enhance the success of the department, service, team and overall organisation

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:

- Recent relevant experience
- Proven ability of being able to work co-operatively within a multi-disciplinary team

Experience and skills desirable:

- Private healthcare experience

Education and qualifications required:

- New Zealand Registered Nurse
- Current practising certificate

Education and qualifications desirable:

- Evidence of professional development
- Current enrolment in a NCNZ approved PDRP

Leadership Attributes

Human Centred Leadership

- Empathy
- Adaptability
- Connection

Performance Coach

- Accountability
- Engagement
- Collaboration

Change Enabler

- Execution
- Energy
- Contribution