Position Description

Position title:	Clinical Nurse Lead - Theatre	**Date:**	November 2025
Reports to:	Associate Theatre Manager	**Department:**	Theatre
Number of reports:	Direct: 8-12 Total (include indirect):	**Location:**	North Harbour
Delegated financial authority:	NA	**Budget ownership:**	**No**
Level of influence:	**Leading others**		

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. **To help people live their best lives by reimagining healthcare.**	Our purpose is why we exist. **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

As the Theatre Clinical Nurse Lead, you will oversee the operations and staff within the theatre department. Your role will involve ensuring the smooth functioning of various specialty lines and maintaining safe high standards of patient care during surgical procedures. You will be responsible for managing resources, supporting staff performance, and contributing to the efficient and effective functioning of the department. Your role in maintaining excellent customer service and relationships with specialist is vital to the success of this role.

Key Relationships

Internal

- Senior Leadership Team
- Theatre Services Manager
- Associate Theatre Managers
- RNs in your team
- All hospital staff

External

- Patients and family / Whanau
- Medical Specialists
- Medical Reps
- Contractors

Key Accountabilities

Leadership and Management

- Provides leadership and clinical supervision to Team Members
- Directs, supervises, monitors and evaluates and provides feedback on nursing care that is provided by registered nurses, enrolled nurses, healthcare assistants and others
- Co-ordinates and manages tasks and projects while providing support and guidance where necessary
- Contributes to the knowledge and skill development of others by assisting with the preceptorship of new employees, and students as required
- Provides regular feedback on performance and conducts a bi-annual PPR on direct reports. Is accountable for ensuring safe service delivery that is responsive to patient needs and supported by appropriate nursing skills, knowledge and professional judgement
- Oversees clinical and operational issues affecting the department and wider hospital
- Proactively seeks solutions to potential problems or challenging situations including theatre list requirements and staffing skill mix and development.
- Liaises with Department Manager and Associate Theatre Manager to manage leave & appropriate day to day resourcing of the department.

Nursing Care & Clinical Capability

- Ensures safe service delivery that is responsive to patient needs and supported by appropriate nursing skills, knowledge and professional judgment.

- Demonstrates advanced clinical knowledge and assessment skills in surgical nursing, especially in the management of clinical emergencies and complex clinical situations
- Acts as an expert resource in the management of surgical patients, demonstrating clinical expertise and actively supporting staff
- Is responsible for rounding and completing a comprehensive handover to the oncoming staff

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 5 years of relevant, post grad experience
- Proven ability of being able to work co-operatively within in a multi-disciplinary team
- Proven clinical expertise in a speciality area of perioperative practice
- PDRP Assessor

Experience and skills desirable:

- Private health experience

Education and qualifications required:

- New Zealand Registered Nurse with
- Current practicing certificate (applicable to working in the surgical setting)
- PDRP Level 4 (Expert) or senior nursing PDRP

Education and qualifications desirable:

- Current enrolment in a NCNZ approved PDRP
- Evidence of on-going clinical and professional development

Leadership Attributes

- Human Centred Leadership
- Empathy
- Adaptability
- Connection

- Performance Coach
- Accountability
- Engagement
- Collaboration

- Change Enabler
- Execution
- Energy
- Contribution