

Position Description: Clinical Nurse Specialist

Business area:	Clinical
FTE:	As per Conditions of Employment
Reports to:	Operating Theatre Services Manager
Direct Reports	Designated Specialty nursing colleagues

OUR VISION

To be an innovative centre of excellence,
where people choose to receive or deliver health care and people love to work.

OUR GUIDING VALUES



Position Objectives:

- The Clinical Nurse Specialist (CNS) is professionally accountable for the delivery of safe, effective, evidence-based perioperative nursing care within a designated specialty area of the Operating Theatre.
- The role provides advanced clinical leadership, specialty expertise, and service influence, working in the roles of expert practitioner, educator, consultant, and clinical leader to improve patient outcomes, clinician experience, and specialty service quality.
- The CNS leads and develops a designated specialty team, influences service delivery and future development of the specialty, and contributes to innovation, quality improvement, and organisational effectiveness.

Functional Relationships:

Internal:	External:
• Clinical Nurse Specialist Colleagues (CNS) • Operating Theatre Coordinators • Anaesthetic Technician Charge • Sterile Sciences Manager • Hospital Manager • Ward Services Manager • Clinical Flow Services Manager • Hospital Coordinators • Charge Nurses • Infection Prevention and Control Coordinator • Quality Manager • Learning and Development Manager - Clinical • Nurse Educator – Operating Theatre • All hospital colleagues	• Clinicians and their nurses/secretaries • Allied Health Professionals • Patients/consumers, whānau and support persons • Medical device and pharmaceutical company representatives

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Key Areas of Accountability:

Area of Accountability	Expected Results
Advanced Clinical Practice and Patient Safety	- Provides leadership and clinical specialty expertise to ensure safe, effective, and evidence-based perioperative care. - Ensures clinical practice meets legislative, professional, and regulatory requirements. - Monitors and evaluates specialty practice to ensure compliance with hospital policies, procedures, and governing legislation. - Ensures infection prevention and control practices are implemented, monitored, and evaluated within the specialty. - Demonstrates expert clinical competence, including emergency management and coordination during emergency situations. - Ensures specialised equipment is safely maintained and colleagues are trained and competent in its use. - Assists with coordination and evaluation of equipment trials within the Operating Theatre.
Specialty Service Delivery and Development	- Holds accountability for the effective delivery and future development of the specialty service. - Provides annual specialty service assessments and CAPEX recommendations to the Operating Theatre Services Manager to ensure: - Cost-effective, efficient, and safe service delivery - Responsiveness to clinician and colleague input - Alignment with strategic direction and future service needs - Identifies opportunities for innovation and technology application to support current and future Operating Theatre service delivery. - Reports patient, clinician, and colleague issues to the Operating Theatre Services Manager and contributes to resolution. - Ensures accurate cost recovery for specialty-related care.
Clinician Relationships and Service Partnership	- Develops, promotes, and sustains exemplar collaborative relationships with specialty clinicians. - Ensures Operating Theatre services, support mutually beneficial clinician and hospital goals. - Provides specialty advice and consultation to clinicians regarding theatre policies, procedures, and practice. - Facilitates two-way feedback and service improvement, including development of corrective action plans. - Identifies and communicates opportunities to grow and enhance the specialty service.
Team Leadership and Workforce Capability	- Provides clinical and professional leadership to the specialty nursing team. - Fosters a cohesive, high-performing team through leadership, communication, and role modelling St George's Hospital's values of; Do the Right Thing; Aim for Excellence; Caring for All; Work Better Together. - Supports the Operating Theatre Services Manager with workforce management activities, including: - Rostering to contracted hours and staffing to workload and skill mix - Monitoring leave and absenteeism - Succession planning, recruitment, and retention - Conducts Performance Review and Planning (PRP) processes for direct reports. - Addresses performance issues, escalating where required. - Coaches and mentors colleagues in advanced clinical reasoning and professional judgement. - Ensures team compliance with infection prevention and control principles.
Quality Improvement and Clinical Governance	- Leads and contributes to quality improvement initiatives within the specialty. - Ensures relevant Operating Theatre policies, procedures, and guidelines are current and evidence-based. - Contributes to the development and review of nursing and Operating Theatre policies.

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	• Participates in audit activity, evaluates outcomes, and applies findings to improve service delivery. • Promotes continuous quality improvement and supports the Hospital Quality Plan. • Ensures services are delivered in a professional, patient- and clinician-focused manner.
Professional Development and Education	• Maintains professional standards and meets all requirements of the professional body (Nursing Council of New Zealand) and the hospital. • Promotes a culture of continuous learning and professional development. • Acts as a clinical resource and mentor for colleagues. • Oversees clinical specialty specific orientation and mentorship of nursing colleagues. • Liaises with the Learning and Development Manager– Clinical, regarding training needs, induction, and competency frameworks. • Conducts colleague performance and development reviews in accordance with policy. • Demonstrates commitment to ongoing professional development and clinical excellence. • Participates annually in a performance review and development planning in accordance with St George's Hospital's requirements. • Identifies own learning needs and develops development plans in conjunction with the Operating Theatre Services Manager. • Actively supports education, training, development, preceptoring and appropriate supervision of colleagues within the specialty.
Organisational Culture and Values	• Creates a climate of collaboration, trust, and empowerment within the team. • Promotes a strong customer and patient focus across all interactions, (e.g., patients, whānau, colleagues, and clinicians). • Actively supports and promotes St George's Hospital within the community and with key stakeholders. • Demonstrates alignment with St George's Hospital values of ; Do the Right Thing, Aim for Excellence, Caring for All, Work Better Together, and strategic priorities. • Maintains confidentiality and adheres to St George's policies and procedures. • Works collaboratively across the Operating Theatre team and broader organisation.
Commitment to Te Tiriti o Waitangi and Cultural Safety	• Demonstrates knowledge and understanding of Te Tiriti o Waitangi and its relevance to health outcomes in Aotearoa New Zealand. • Works collaboratively to integrate Te Tiriti principles into service delivery and clinical and leadership practice. • Supports hospital strategies to improve outcomes for Māori. • Promotes cultural awareness and culturally safe practice after hours. • Respects and values diversity among colleagues and consumers, including differences in age, gender, sexuality, ethnicity, culture, disability, and beliefs.
Health, Safety, and Security	• Ensures a safe working environment in accordance with health and safety legislation and hospital policies and procedures. • Ensures incidents, injuries, and near misses are reported, reviewed and evaluated appropriately and seeks assistance to resolve when necessary • Promotes a healthy and safe working culture. • Ensures compliance with hospital security requirements and is vigilant in all matters of security. • Participates in Health and Safety training as required by the hospital.
Other Duties	• Undertakes additional duties within the scope of the role as requested by the Operating Theatre Services Manager. • Completes all duties accurately, timely, and in accordance with hospital policies and procedures.

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Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	- Registered Nurse with current Annual Practising Certificate (NCNZ). - Relevant senior operating theatre experience. - Minimum of three years' specialty experience. - Advanced specialty knowledge and contemporary clinical practice expertise - Demonstrated practice at proficient/expert level, or equivalent evidence of advanced clinical practice. - Relevant clinically focused postgraduate qualification, preferably at postgraduate cert level or above, or active progression towards this.	
Experience & Knowledge	- Demonstrated credibility as a clinical expert and professional resource. - Ability to articulate evidence-based nursing advice to multidisciplinary teams. - Experience leading and working within teams. - Advanced assessment, clinical reasoning, and independent decision-making skills. - Strong planning, organisational, and interpersonal skills. - Leads or contributes to the development, implementation and evaluation of evidence-based specialty standards, pathways, protocols and guidelines.	
Personal Attributes	- High level of professional judgement and accountability. - Strong customer and clinician focus. - Emotional intelligence, resilience, and leadership agility. - Exceptional communication and influencing skills. - Ability to work autonomously and collaboratively. - Provides natural leadership and support to the wider specialty team.	