

Regional Co-Ordinator Maternal Mental Health | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Regional Co-Ordinator, Maternal Mental Health		
Reports to	Clinical Manager – Te ara Manapou		
Location	Hawkes Bay		
Department	Mental Health and Addictions		
Direct Reports	Nil	Total FTE	1
Date	June 2025		
Job band (indicative)	In accordance with Te Whatu ora / NZNO Nursing or Allied Agreement (MECA)		

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The Regional Co-ordinator, Maternal Mental Health (MMH), will play a pivotal role in advancing the development, implementation, and ongoing evaluation of MMH services across the Central Region.

This position is responsible for supporting programme management across multiple maternal mental health initiatives and treatment pathways, while fostering strong connections between Te Whatu Ora and the wider maternal mental health sector, including primary care, community and NGO providers.

This role presents a unique opportunity to lead advancements in MMH, aligning services with the broader Mental Health and Addiction targets. Through strategic leadership, collaboration, and innovation, the Regional Coordinator, MMH will drive continuous improvement and ensure the delivery of impactful, person-centred care within the region.

As the Regional Co-Ordinator, the successful candidate will be a key driver of momentum for both existing and emerging programmes, championing a culture of continuous improvement in MMH services. The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key Result Area	Expected Outcomes / Performance Indicators
	<ul style="list-style-type: none"> To focus on Māori and Pacific women and whanau as priority population groups and ensure that all initiatives and resources are culturally appropriate, effective and accessible to Māori and Pacific peoples.
	<ul style="list-style-type: none"> Establish robust governance across the MMH programmes, ensuring clear project structures, alignment between initiatives, and collaboration on priority areas to improve service delivery and outcomes
	<ul style="list-style-type: none"> Optimise resource efficiency by promoting professional standards and leveraging best practices
	<ul style="list-style-type: none"> Enhance the use of financial, human, and material resources to drive innovation, ensure value for money, and foster service culture rooted in safety, effectiveness, and continuous improvement
	<ul style="list-style-type: none"> Lead continuous improvement, acting as a champion for positive change by critically evaluating and refining projects to embed a culture of learning and development, ensuring meaningful and measurable impact. Organising Regional education opportunities, Improving connection across the region.
	<ul style="list-style-type: none"> Utilise data and evidence-based approaches to inform decision-making, identify gaps. Measure outcomes, and enhance service delivery in alignment with the evolving needs of whānau
	<ul style="list-style-type: none"> Strengthen partnerships and collaboration across regional teams, stakeholders, and service providers, working closely with service managers, and leaders to ensure a cohesive and coordinated approach that enhances the overall experience for whānau whaiora accessing MMH support throughout the region.
	<ul style="list-style-type: none">
	<ul style="list-style-type: none"> Work collaboratively with key services, providers and practitioners to ensure maternal health services are responsive to Maori, Pacific and other minority groups
	<ul style="list-style-type: none"> Engage directly with immediate and extended whanau members to understand and respond to whanau needs and preferences and involve whanau in service design.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.

Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Culture and People Leadership	<ul style="list-style-type: none"> • Leads, nurtures and develops our team to make them feel valued. • Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others. • Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally. • Implements and maintains People & Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation's strategic and business goals. • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.

Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Relationships

External	Internal
Regionally <ul style="list-style-type: none"> • Mental Health Services • Community agencies – NGOs • Maternity services • Other National Adult Mental Health Teams both inpatient and community • Lactation Consultants • Community Midwifery teams 	<ul style="list-style-type: none"> • Operations Manager • Professional Leader • Multidisciplinary team • Patient, Whānau, & support people • Community Mental Health Teams • Consumer consultants and advisors • Cultural consultants and advisors

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification.
- Knowledge of MH&A sector.
- Experience in implementing Te Tiriti o Waitangi in action.
- Experience in working in mental health with knowledge and understanding of mental health diagnoses and how these present
- Skill and vision in strategy and service development
- Strong interpersonal skills with confidence in networking and relationship building
- Confidence in presenting to groups alongside others

- Clear, confident and professional written and verbal communication skills
- Computer and technology skills, and ability to support others in this.
- Time management skills and ability to organise own and others' time

Desired:

- Knowledge of pregnancy, maternal life, child development, and the psychosocial factors affecting mothers and infants
- Familiarity with current research and best practices in perinatal mental health, including the ability to translate research into practice and ensure consistency across services
- Experience working in maternal or perinatal mental health, ideally with a multidisciplinary or community-based team

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.