Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

Director of Nursing and Professional Services

National Office, Wellington

Tōpūtanga Tapuhi Kaitiaki o Aotearoa: The New Zealand Nurses Organisation (NZNO), is the leading and largest organisation of Nurses in Aotearoa New Zealand. In its role as the lead voice of nursing, its advocacy and action covers the professional, industrial and political interests of nurses. An exciting vacancy has now occurred in our staff for the position of Director of Nursing and Professional Services.
This role works with our leadership, member groups and members more widely, in ensuring that the voice of nurses is central to health decision making and that the profession as represented by NZNO is widely recognised and supported for its professionalism and its commitment. The Director will lead that works within NZNO and support member leadership in that activity and action.

Our commitment to Te Tiriti, as reflected in our new Constitution means that a focus on Māori on health and the Māori nursing workforce is first and foremost in framing what we do and how we do it.

Our strategic direction is Maranga Mai! This sets out our goals and areas of focus for our pathways to achieve our purpose: *To win a quality health system that is patient and whānau centred with the necessary political and resourcing commitments needed to address the crisis permanently, across the whole health sector.*

As NZNO also represents midwives, health care assistants, Kaiāwhina and a number of other health sector roles, the Director role also extends to ensuring their professional voice is heard and their professional needs addressed.

At a time when the health sector is under severe stress heavily impacting on nurses and other health sector workers, the Director will play a significant role in pressing for a health system that meets the needs of the Aotearoa population, is capable of addressing the health needs of Māori and ensures nurses are resourced to do the work and can offer the care to which they are committed.

As such they will be expected to establish professional relationships with agencies within the health sector both public and private, other nursing groups, health employers, regulatory bodies and other health sector unions.

The Director leads a national team of Professional Nurse Advisors who support nurses in their mahi. The Director will also lead our support of NZNO Colleges and Sections and is supported in that work by our Professional Nurse Advisors.

The role also extends to leading our small Professional Services team which handles policy and submissions for NZNO. This is supported by our Information Services team.

The Director will be part of the Senior Leadership Team and NZNO responsible for the implementing our strategic direction and plans.

We are looking for a senior registered nurse with significant leadership experience both in leading teams but also in making a real difference. The successful applicant will be expected to demonstrate experience in working right across the health sector.

They will have strong advocacy skills, can quickly develop effective teams and a commitment to unions.

This a full-time position is based in the Wellington National Office of NZNO. If you want to be our Director of Nursing and Professional Services, and believe you have the requisite organising leadership skills and knowledge then please email your application and curriculum vitae to Heather Sander (EA to the Director of Nursing and Professional Services) at heather.sander@nzno.org.nz. by **5pm on Thursday 28 May 2026**.