



POSITION DESCRIPTION

Professional Nurse Advisor

The New Zealand Nurses Organisation Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO) is the leading professional union for nurses. Our purpose is to represent more than 60,000 nurses, midwives, students, kaimahi hauora, and health workers in Aotearoa/ New Zealand. We represent the interests of nurses on professional and employment related matters. We are affiliated to the International Council of Nurses (ICN) and the New Zealand Council of Trade Unions (NZCTU). NZNO embraces Te Tiriti o Waitangi and works to improve the health status of all people of Aotearoa/New Zealand through participation in health and social policy development.

Position Purpose

The role supports nurses to achieve their professional aspirations through expert nursing leadership and evidence-based practice guidance. It promotes safe, high-quality professional practice and contributes to improved patient and whānau outcomes.

The position provides advocacy and strategic advice to members, staff, and partner organisations, strengthening the nursing profession and its practitioners to improve health outcomes across Aotearoa New Zealand.

The role actively upholds Te Tiriti o Waitangi by embedding te Tiriti obligations and Māori health priorities into professional leadership, policy advice, and practice development, and by contributing to efforts that advance health equity and outcomes for Māori.

Applicants must be a Registered Nurse and hold, or be actively working towards, a master’s degree or higher in Nursing or a related discipline.

Key Responsibilities and Performance Expectations include but are not limited to:

Key Responsibilities	Performance Expectations
<p>Professional Practice and conduct</p>	<ul style="list-style-type: none"> • Demonstrate advanced professional judgement, accountability, and integrity in all advisory, leadership, and advocacy functions. • Uphold and promote cultural safety, kawa whakaruruhau, and Te Tiriti o Waitangi obligations as foundational to professional nursing practice. • Act in a manner that maintains the mana of members, colleagues, and communities, particularly Māori. • Model reflective practice, cultural humility, and ethical decision-making in complex and sensitive environments. • Maintain professional credibility through ongoing engagement with nursing groups, policy, and sector developments • Ensure advice is evidence-informed, culturally responsive, and safe for diverse populations.

<p>Provide professional leadership and support to members</p>	<ul style="list-style-type: none"> • Identify and prioritise emerging professional nursing and health issues requiring NZNO action • Support and lead policy development through strategic analysis and member engagement • Provide guidance and support to Colleges and Sections in developing strategies and plans that promote professional success and leadership within their respective specialties. • Work intentionally with Colleges and Sections to strengthen Māori representation and influence within each specialty. • Engage with all member groups to enhance professional authority • Facilitate professional debate and incorporate member input into discussion documents and submissions • Uphold and embed NZNO tikanga, policies, and values in all work • Write and support members to write discussion papers as agreed • Analyse and contribute to submissions on nursing and health issues; lead submissions when assigned • Participate in research and analysis of current nursing and health matters • Provide professional nursing advice to NZNO-led research projects • Deliver a national perspective through allocated portfolios and project work • Promote professional development, education, and evidence-informed practice across NZNO • Act as a nursing role model
<p>Cultural Safety and Equity Expectations</p>	<ul style="list-style-type: none"> • Consistently apply a cultural safety lens to all professional advice, policy work, and organisational decision-making. • Recognise and address power imbalances, systemic racism, and inequities impacting nursing practice and health outcomes. • Take responsibility for personal and professional development in cultural safety and Māori health. • Support others - members, staff, committees - to strengthen their understanding and practice of cultural safety and Treaty-based obligations. • Ensure Māori voices and perspectives are not only included, but meaningfully influence outcomes.
<p>Organisational Contribution & Collegiality</p>	<ul style="list-style-type: none"> • Work collaboratively with colleagues across professional, industrial, policy, and communications functions to support integrated outcomes. • Contribute constructively to team culture, capability building, and shared organisational objectives. • Communicate openly, respectfully, and effectively, including in times of debate or organisational change. • Accept collective accountability for organisational reputation, credibility, and impact. • Support staff development through mentoring, peer support, and knowledge sharing.

Accountability & Continuous Improvement	<ul style="list-style-type: none"> Effectively plan and manage workload to meet agreed objectives, timelines, and performance standards. Provide clear, timely reporting on activities, risks, emerging issues, and outcomes. Contribute to continuous improvement of professional services, systems, and ways of working. Maintain accurate records, documentation, and information management in line with organisational requirements.
Flexibility & Responsiveness	<ul style="list-style-type: none"> Demonstrate flexibility, adaptability, and resilience in responding to changing priorities, emerging issues, and organisational needs. Be willing to undertake additional duties, projects, or responsibilities as reasonably required by the Director of Nursing & Professional Services (or delegated manager), following consultation. Adjust work focus to support time-critical responses, policy developments, member issues, or strategic initiatives as they arise. Participate in work outside standard hours when necessary to meet organisational or member needs (e.g. forums, hui, conferences, urgent advisory work).
Other Duties	<ul style="list-style-type: none"> Carry out any other related duties or special projects within the scope of the role, as determined by the manager, to respond to changing organisational priorities and strategic needs.

Key Relationships

Reports to	Director of Nursing and Professional Services
Internal NZNO relationships	Professional Services Team Organising Team Campaigns Team Operations Team Media & Comms Te Rūnanga Employment Sector groups
External NZNO Relationships	Nursing Council of New Zealand Midwifery Council of New Zealand Other nursing and midwifery professional associations Education institutes and heads of schools Nursing & midwifery leaders Government agencies e.g. Ministry of Health, HealthNZ and Non-Government organisations

NZNO Core Competencies

Competency	How this will be demonstrated in this role
Ethics, integrity and values	<p>Supports NZNO vision and values, understands organisational structures when completing assigned tasks or projects, and plans and organises work in an efficient manner.</p> <p>Acts with professionalism, integrity, honesty and respect in their working role.</p>
Cultural	<p>Understands the importance of te Tiriti o Waitangi in modern Aotearoa New Zealand, supports the implementation of te Tiriti across the organisation and conducts themselves in accordance with te Tiriti in their work and work relationships.</p> <p>Understands the importance of culture and ethnicity and how culture influences behaviour.</p>
Member focus	<p>Understands the importance of members and member voice, builds positive member relationships, always acts in a professional manner when dealing with members.</p>
Communication and teamwork	<p>Relates well to people verbally and in written form, builds rapport with all levels inside the organisation, listens well, works collaboratively with others, and is sensitive to the needs of the organisation, handles conflict while preserving rapport, works well with a diverse workforce, ability to understand and adhere to good file and record management practices.</p>
Problem solving	<p>Able to define problems, find causes, and help devise workable solutions.</p>
Results orientation	<p>Shows commitment to goals and delivers results, demonstrates personal initiative and motivation to achieve goals and objectives.</p>

Role Specific/Technical Capabilities

The ROLE should also have the following skills and attributes:

Leadership	<ul style="list-style-type: none">• Supports and shows leadership in influencing the NZNO strategic direction under Maranga Mai!• Demonstrates clinical and professional leadership at all levels of practice, with or without formal authority• Works autonomously while remaining accountable and reflective• Influences practice, culture, and outcomes through evidence-based decision-making• Articulates a clear professional vision and role models nursing values• Brings credibility, confidence, and presence to multidisciplinary settings• Understands and intentionally, and positively contributes to the objective of attaining professional success
Political and System Awareness	<ul style="list-style-type: none">• Understands and navigates health system structures, policies, and governance• Acts with professionalism, diplomacy, and cultural awareness across all settings• Builds effective relationships with senior leaders, stakeholders, and partners• Maintains composure and clarity when working within complex or high-level environments• Demonstrates insight into the wider health, social, and workforce context impacting nursing
Innovation and Improvement	<ul style="list-style-type: none">• Demonstrates openness to change and continuous improvement, understand• Identifies and applies creative, evidence-informed solutions to practice challenges• Translate strategic priorities into practical, sustainable actions• Uses initiative and critical thinking to solve problems and improve care delivery• Actively seeks, evaluates, and applies relevant data and evidence
Education, Presentation, and Developing others	<ul style="list-style-type: none">• Coaches, teaches, and mentors others using clear, inclusive, and effective approaches• Understands and embeds Māori methods within training and developing others• Communicate confidently in both formal and informal presentations• Selects and delivers relevant, evidence-based content tailored to the audience• Uses research, data, and emerging trends to inform professional development• Supports individual and team development through constructive feedback and reflective discussion

	<ul style="list-style-type: none">• Collaborate with colleagues to meet learning needs and build nursing capability
Negotiation and Relationship Management	<ul style="list-style-type: none">• Understands cultural ways of communicating with special recognition of Tangata whenua• Listens actively and communicates respectfully during complex discussions• Maintains professionalism and emotional regulation in challenging situations• Negotiates outcomes that balance patient care, professional standards, and organisational priorities• Seeks solutions that strengthen relationships and foster mutual trust• Sets and maintains appropriate professional and procedural boundaries