



Position Description

Clinical Nurse Specialist

Last revised date: April 2025

pathways
ahakoa te aha

real
ahakoa te aha

About Pathways, Real and the Wise Group

At Pathways, we provide community-based mental health and wellbeing services throughout New Zealand. We support people to live well and be part of the communities of their choice by providing a range of support services around practical daily living, leading a healthy life, employment, and housing. Pathways was established in 1989, introducing a new model of care to the mental health sector. Today, with our inspirational purpose of 'supporting people to live full lives; hopeful and connected to what matters', we're continuing to lead, innovate and pioneer new ways of working.

At Pathways we believe in upholding the articles of Te Tiriti o Waitangi and recognise it as the founding document of Aotearoa. We have a rautaki Māori. This is the platform that sets our expectations and approaches for addressing equity. The articles of Te Tiriti inform how we develop and design our kawa to ensure the mana of kaimahi, tāngata whai ora, taiohi and whānau remain upheld. Te reo Māori me ona tikanga influences our organisation. This means our practices, approaches, organisational rhythms and celebrations are informed by Māori tikanga.

We believe everyone can recover and we're here to do everything we can to support them in their recovery. Our wairua or spirit of 'whatever it takes' is not just a slogan on the wall for us, our employees live this spirit every day. While mental health is our priority, total wellbeing is our goal. We work to strengthen whānau. We're all about hope, respect and providing personalised support that changes as people's needs change. We are committed to working in a trauma informed way, recognising the impact trauma may have had on people & working with them to build resilience and protective factors. Join us on our journey of helping people live a life they love.

Real

Real, the youth brand of Pathways, has been delivering services since 2010. At Real we believe mental wellness and wellbeing are possible for every young person. We are inspired by the dream that every young person can feel great about their future and help shape their community. We support young people to build resilience and wellbeing in youth-oriented, flexible, fun, and optimistic ways.

Real provides a range of community based and residential services nationally in partnership with Te Whatu Ora, Manatu Hauora and Oranga Tamariki. We seek to respond in ways which recognise and celebrate the mana of the young person. We help young people feel great by supporting them to build life skills, resilience, and strong connections with their whānau, friends and communities.

The Wise Group

Pathways is part of the Wise Group, one of the largest non-government providers in Aotearoa New Zealand. The Wise Group is a family of charitable entities, all linked by a common dream – to create new opportunities for the wellbeing of people, vulnerable populations, organisations, and communities.

Being part of the Wise Group gives Pathways access to a wealth of resources and support, both from our shared business infrastructure services and from other entities in the Group.

Ohia nui Inspirational Purpose

We support people to live full lives;
hopeful and connected to what
matters to them



Wairua

Spirit

Ahako te aha
Whatever
it takes



Tūmanako tangata

Character Attributes

Aroha *Loving*
Whakahonohono *Connected*
Harikoa *Joyful*
Tika *Authentic*
Manako *Hopeful*
Māia *Courageous*
Māhorahora *Generous*
Pou Piripono *Reliable*

Aronga matua

Focus

Front of mind,
every day

Mātāpono Beliefs

- Te Tiriti o Waitangi drives us to be pro-equity
- Living well is our goal, mental health and addiction is our priority
- We are part of great partnerships that deliver to people
- Peer support and lived experience are integral to what we do
- Helping everyone we support to have somewhere to live, something to do, something to hope for and someone to love
- Connected, diverse and compassionate communities build strength and resilience
- Our staff make the difference
- Sustainability influences our actions
- Evidence-based practice, tikanga and mātauranga underpins our mahi
- We invest in finding out 'What do you need right now?'

Wero nui

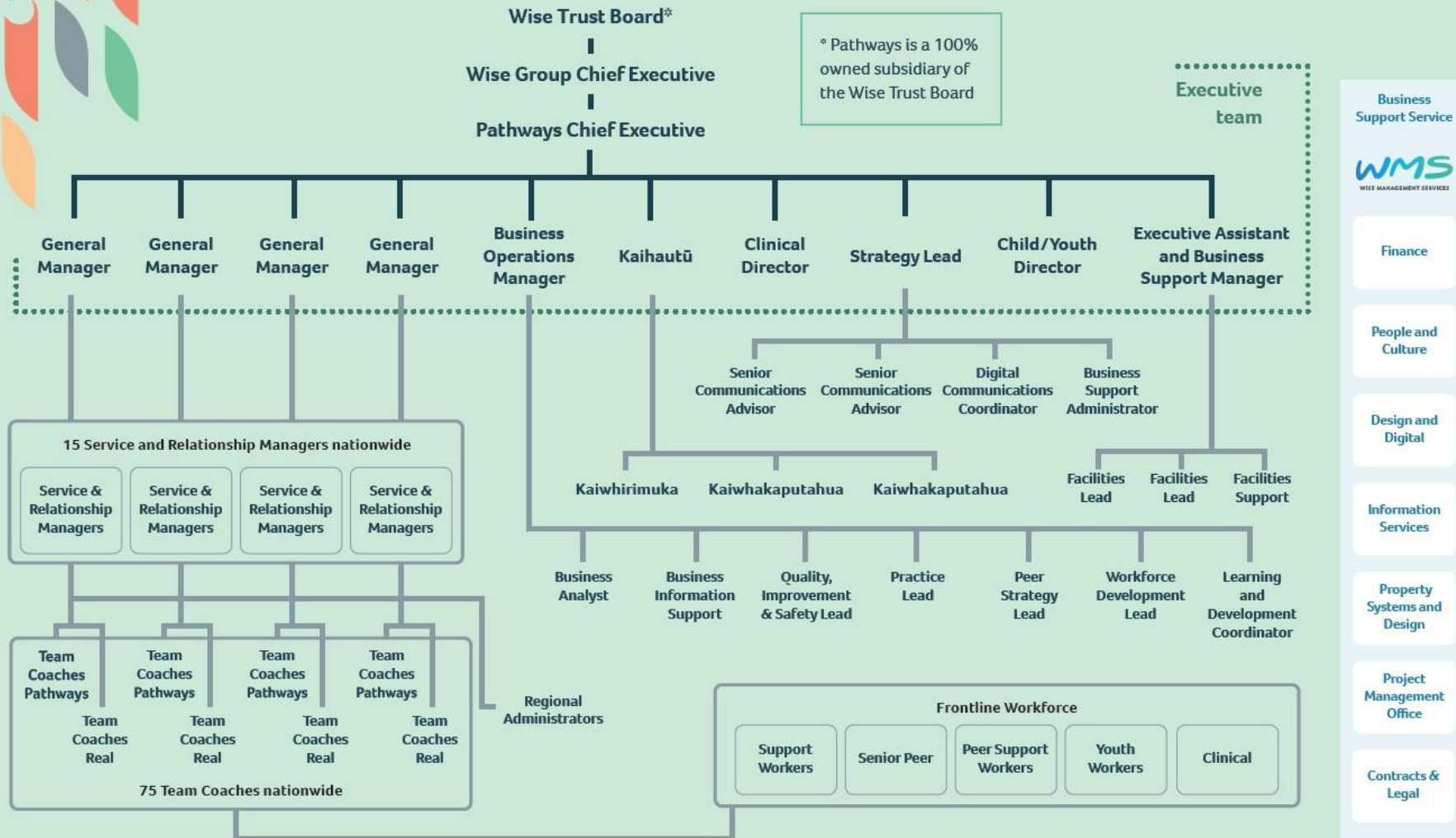
Greatest Imaginable Challenge

Every person using our
services achieves equitable
access and outcomes



pathways
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Pathways and Real leadership structure



July 2024

Position

Reports to:	Team Coach
Location:	TBC

Purpose:

The clinical nurse specialist (CNS) is recognised as an expert role model in their area of nursing practice, they are responsible for being a source of expert clinical advice influencing mental health and addiction specialty care provision and treatment practices at the community level. The role provides professional leadership that guides and supports the team to provide culturally safe and evidence informed treatment for the tāngata whai ora or taiohi we support, inclusive of addictions treatment for those with co-existing or complex mental health conditions.

The CNS will work in a consultative manner by collaboration with all members of the wider multi-disciplinary team and other health professionals (including primary and secondary care clinicians) in delivery of tāngata whai ora or taiohi care. The CNS may at times work with tāngata whai ora or taiohi in unpredictable challenging and/or complex situations and/or presenting with complex needs. The CNS will mentor and support kaimahi, Team Coaches and provide advice regarding complex whai ora or taiohi needs.

Relationships (Internal):

Pathways employees, Wise Group employees

Relationships (External):

Tāngata whai ora and taiohi (people using Pathways and Real services) and their families/whānau and support people. Te Whatu Ora and Te Aka Whai Ora; Key health stakeholders; External suppliers; Community agencies.

Requirements of the position

Focus	Activities	Outcomes
Excellence in clinical nursing practice	<ul style="list-style-type: none"> • Provide expert nursing knowledge in the management of care for tāngata whai ora or taiohi and within the defined area of mental health and addiction specialty practice, working with whai ora, taiohi and whānau or other health professionals to provide timely care to optimise outcomes. • Uses advanced health assessment, interventions and clinical decision making in the management of care, especially of whai ora or taiohi with high and complex or co-existing needs. • As a registered nurse prescriber, you are designated to prescribe from a schedule of medicines, also non-pharmacological interventions, diagnostic measures, equipment, procedures, and treatments to meet the needs of tāngata whai ora, taiohi, whānau and groups, in accordance with professional preparation, policies and scope of practice. • Develops best practice models through researching, evaluating, and implementing standards of nursing practice. • Role models excellence in evidence based clinical practice and maintenance of the therapeutic environment, is seen as highly effective, progressive, and knowledgeable. • Guides and supports others in their specialty advancement, assessment, clinical decision making, implementation, evaluation, and documentation of care. • Provides leadership for other health professionals that is consistent with the principles of Te Tiriti o Waitangi. • Networks nationally and internationally to identify and implement clinical advances and changes in practice. • Identifies opportunities for health and wellness advancement and implements via policy and education. 	<ul style="list-style-type: none"> • Works to promote safe, effective, and appropriate assessments & care delivery and is responsive to tāngata whai ora or taiohi needs using knowledge and skills gained from professional education, research, evidence, and practical experience. • Our MH&A services are considered a viable alternative to secondary based care given the clinical expertise and models of practice we have in place

<p>Clinical and professional nursing leadership</p>	<ul style="list-style-type: none"> • Takes a leadership role clinically through both direct and indirect contact with tāngata whai ora, taiohi and the wider addictions team. • Provides senior nursing leadership for the specialty service and consultation to a broad range of hospital, community, and professional groups to achieve positive outcomes for tāngata whai ora and taiohi. • Works in partnership with Team Coach and teams to care for tāngata whai ora or taiohi. • Supports a culture of evaluation and the ongoing quality improvement of the addictions service. • Leads system change to improve health and wellbeing outcomes through evidence-based practice. • Participates in clinical governance activities including policy and procedure development and clinical practice guidelines. • Champions a recovery capital enhancement approach across the service. • Models a leadership style of consultation, inclusion, and health dialogue with all staff, encouraging shared decision making and involvement. • Critiques own practice to maintain clinical competencies and demonstrates commitment to own professional development. • Assists in the evaluation education programmes offered that focus on the area of specialty practice, to ensure content is evidence based and reflective of current appropriate practice. • Acts as a key educational resource person for tāngata whai ora, taiohi and the wider team including external health professionals. 	<ul style="list-style-type: none"> • Articulates and drives the direction and goals for the team and ensures that these are reflected in individual and team plans. Facilitates high quality nursing practice. • The wider multi-disciplinary team supporting whai ora, taiohi and whānau (across all levels of care) are clear and confident with the approach and plan of care. • Cultivated an environment of clinical enquiry, to consistently evaluate improvements or redesign of care delivery processes that improve safety, efficiency, reliability, and quality.
<p>Care co-ordination and case management</p>	<ul style="list-style-type: none"> • Collaborates with tāngata whai ora, taiohi, whānau and the multidisciplinary team to plan and implement diagnostic strategies and therapeutic interventions to attain, promote, maintain and/or restore health and wellness. • Provides a primary point of contact/consultation within the Service(s) for people we support with complex needs. • Works within operational management structures in place. • Evaluates results of interventions using accepted outcome criteria, revises care plans and initiates appropriate and timely consultation and/or referral with relevant services/agencies where appropriate. • Establishes collaborative relationships within and across departments, 	<ul style="list-style-type: none"> • The Services supported are delivering best practice care and outcomes as evidenced through reviews and evaluation of data. • Supports the Quarterly Quality Reporting (QQR) for the region.

	<p>hospital, primary and secondary health to promote safety, continuity of care and clinical excellence.</p> <ul style="list-style-type: none"> Leads the development of practice and implements change via strategic planning of the service in consultation with Clinical Leads. May practice in isolation or autonomously. 	
Health Equity	<ul style="list-style-type: none"> Strive to eliminate health inequalities and achieve health equity for the pathways population through demonstrating the principles of Te Tiriti, understanding the determinants of ethnic inequalities in health, ensure ethnic data is collected and analysed and attendance at cultural competency training. Support the articulation of the role of Clinical Nurse Specialist within the community sector 	<ul style="list-style-type: none"> Pathways Greatest Imaginable challenge is “every person using our services achieves equitable access and outcomes
Contribute to the ongoing success of Pathways including reputation for excellence and innovation	<ul style="list-style-type: none"> Always represent Pathways in a professional manner. Ensure employment policies and procedures are followed. Provide positive and effective participation and collaboration with other Pathways employees in delivering achievement of business objectives. Take responsibility for executing assigned tasks and projects in accordance with agreed performance standards. 	<ul style="list-style-type: none"> Actively live Pathways’ values & philosophies
Work in a culturally safe and respectful manner incorporating the principles of the Treaty of Waitangi, and being mindful of the cultural diversity of our community	<ul style="list-style-type: none"> Demonstrate knowledge and application of the Treaty of Waitangi principles. Undertake all interactions in a respectful and culturally appropriate and sensitive manner. Seek guidance regarding tikanga and culturally specific models/ approaches/behaviours etc. from appropriate sources. 	<ul style="list-style-type: none"> Demonstrates behaviour that recognises and is consistent with equity principles and practices. Contributes to a positive team environment.
Provision of other related duties within capability, as assigned by your manager	<ul style="list-style-type: none"> Performs other related duties within individual’s capability as assigned by your manager. 	<ul style="list-style-type: none"> “Can do” attitude - operates as a team player and willing to perform any task required to support the organisation, business partners and other key stakeholders
Be your very best	<ul style="list-style-type: none"> Plan regular uninterrupted times to meet with the Team Coach(es) to review your 90-day plan and seek feedback on performance. Actively develop personal leadership skills. Develop a learning and personal development plan with your manager 	<ul style="list-style-type: none"> You are well prepared for any forums and meetings, sharing what’s working and what’s not and bringing solutions for improvement. Your skills are current, and your innate curiosity

	<p>and implement this plan as agreed.</p> <ul style="list-style-type: none"> • Share knowledge gained from professional development experiences. • Work in a culturally safe and respectful manner incorporating the principles of the Treaty of Waitangi and be mindful of the cultural diversity of the community. • Role model a healthy lifestyle. 	<p>means that you are always seeking new learning opportunities.</p> <ul style="list-style-type: none"> • Evidence of Treaty of Waitangi principles are reflected in everyday practice and future organisational planning
Think and Act as One	<ul style="list-style-type: none"> • Participate in creating a culture of think and act as one. • Actively participate in and contribute to national leadership forums and regional meetings. • Always represent Pathways and the Wise Group in a professional manner. • Provide positive and effective participation and collaboration with other parts of the Wise Group in the achievement of challenges. • Take responsibility for executing assigned tasks and projects in accordance with agreed performance standards. 	<ul style="list-style-type: none"> • You are highly regarded nationally for your contribution by the organization. • The service continually repositions itself to meet perceived future need. • Projects and tasks are completed within agreed timeframes to agreed standards
Be committed to safety and wellness in the workplace	<ul style="list-style-type: none"> • Take responsibility for personal wellbeing and health management within the workplace. • Comply with legal obligations and safety and wellbeing policies and procedures. • Role model excellent safety and wellbeing practices by reporting identified workplace incidents, near misses and/or hazards through the safety and wellbeing system as per Wise Group safety and wellbeing policy and procedure. • Be committed to safety and wellbeing by following the Wise Group roles and responsibilities table (located on The Well). 	<ul style="list-style-type: none"> • Work practices are safe for self and others. • Policies and procedures are understood and followed as designed. • All safety and wellbeing reportable events are accurately reported within specified timeframes.

Accountabilities

Authority	<ul style="list-style-type: none"> • Financial – Nil • Operational - Nil
Direct Reports	<ul style="list-style-type: none"> • Nil

Know how

	Essential	Preferred
Practical and Technical Knowledge	<ul style="list-style-type: none"> • A current practicing certificate with the Nursing Council of NZ within Mental Health scope of practice. • Holds or is actively working towards a relevant postgraduate qualification, with demonstrated ongoing tertiary study in the field of mental health and addictions. • Excellent written and verbal communication including adult teaching capabilities and well-developed presentation skills. • A commitment to quality and excellence, with proven ability to contribute to process and practice improvement. • Ability to work autonomously. • Actively communicates outcomes or progress. • Full, clean NZ driver's license. 	<ul style="list-style-type: none"> • Ability to learn new computer programmes and skills. • Working knowledge of Microsoft Office suite, including Word and PowerPoint. • Excellent time management, organisation, and file maintenance.
Experience	<ul style="list-style-type: none"> • Clinical Nurse Specialist with at least five years Mental Health nursing experience, preferably three years of acute/addictions mental health experience. • A demonstrated ability and cultural competence in working with Māori and understanding of Te Tiriti o Waitangi. • Clinical role modelling with high degree of maturity, stability, and self-confidence. • Proven leadership experience to support driving and developing initiatives on the acute care continuum. • Proficiency utilising a varied knowledge base of talking therapy techniques such as Motivational Interviewing, CBT and DBT techniques and mindfulness knowledge. • Excellent understanding of Mental Health (Compulsory Assessment & Treatment) Act (1992) and its application. 	<ul style="list-style-type: none"> • Experience working within Mental Health and or Addictions services. • Research and evidence-based insight generation to support changes in practice and service improvements. • Advanced risk and Mental State Examination (MSE) assessment skills demonstrable across various settings. • Working experience of Trauma informed care strategies.