

POSITION DESCRIPTION

Regional Clinical Lead (Primary Care)

Reports to:	Deputy Dean of Medicine
Division:	New Zealand Graduate School of Medicine Te Wānanga Waiora Division of Health
Tenure:	3 years at 0.2-0.4 FTE, with flexibility according to regional scale and cohort size
Location:	Waikato Bay of Plenty Hawkes Bay Taranaki/Whanganui Nelson Marlborough
Date:	September 2026

Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive student experience in an environment characterised by a commitment to diversity, respect for Indigenous knowledge, and high levels of community engagement.

Values

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tū ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

1. GENERAL

Te Wānanga Waiora the Division of Health is committed to addressing health inequities and preventable conditions, with a particular focus on improving outcomes for Māori, Pacific and rural communities. It advances equitable health outcomes across Aotearoa through innovative research and high-quality teaching in Biomedical Sciences, Health Promotion, Healthy Active Living, Human Performance

Science, Midwifery, Nursing, Pharmacy, and Sport Development and Coaching. In 2028, the Division of Health will welcome the inaugural cohort of students to the New Zealand Graduate School of Medicine.

The New Zealand Graduate School of Medicine (NZGSM) partners with communities to deliver medical education and research that responds to the current and future health and workforce needs of Aotearoa New Zealand. Guided by the University's motto, Ko te Tangata – For the People, the School develops a workforce that reflects the communities it serves, contributing to health equity by improving access to primary and community care, especially in rural and provincial settings.

2. POSITION PURPOSE

The Regional Clinical Lead (Primary Care) provides senior academic and clinical leadership for the delivery of the NZGSM medical programme within primary care and community settings across a specified region.

Working in partnership with the corresponding Regional Clinical Lead (Hospital), the role supports a high-quality, integrated regional learning experience for students across Years 2–4 of the programme.

The role provides clinical and educational leadership to the regional teaching network, supports clinical educators and placement providers, oversees the quality of primary care learning experiences, and ensures regional delivery reflects the NZGSM curriculum, accreditation requirements and the School's commitments to health equity, cultural safety, rural and regional health and partnership with Māori.

The appointee will be based in the region and maintain at least 0.2 FTE active clinical practice in primary care within that region

3. FUNCTIONAL RELATIONSHIPS

Internal:

- Dean of Medicine
- Deputy Dean of Medicine
- Regional Clinical Lead (Hospital)
- Other Regional Clinical Leads (Primary Care) across the clinical placement network
- NZGSM Senior Management Team
- Assessment Lead
- Placement Support Facilitators

External:

- General practices and other primary/community healthcare providers
- Māori health providers, iwi and IMPBs
- Health NZ regional clinical and education partners
- Primary care and rural health organisations
- Clinical educators and supervisors
- Regional stakeholders in health care delivery

4. KEY RESPONSIBILITIES

Regional Academic and Clinical Leadership

- Provide clinical and academic leadership for primary care and community-based medical education within the region.
- Work in partnership with the corresponding Regional Clinical Lead (Hospital) to support an

integrated regional learning experience across Years 2–4.

- Represent regional primary care education within NZGSM academic, operational and regional governance forums.
- Provide advice to NZGSM leadership on emerging regional issues and opportunities.

Equity, Cultural Safety and Regional Responsiveness

- Promote learning environments that reflect the NZGSM commitments to partnership with Māori, health equity, cultural safety and improved outcomes for Māori and Pacific peoples.
- Support meaningful and collaborative engagement with iwi, Māori health providers, IMPBs and local communities in the development and delivery of regional clinical education.
- Ensure regional learning opportunities expose students to the realities of rural, regional and underserved communities and different models of healthcare delivery.

Clinical Education & Curriculum

- Provide academic oversight of the implementation of the NZGSM curriculum within regional primary care and community placements.
- Work with the Year Leads and Assessment Lead to ensure regional teaching and assessment are consistent with programme expectations.
- Identify opportunities to contextualise learning activities to the population, communities and health services of the region while maintaining curriculum integrity.
- Support clinical educators to understand curriculum outcomes, student learning expectations and assessment requirements.
- Contribute to review and continuous improvement of the curriculum based on regional experience and feedback.

Clinical Educator Network

- Build and maintain a strong network of clinicians involved in medical education across the region.
- Support recruitment and engagement of clinical educators and placement practices, working with placement staff.
- Provide educational leadership, mentoring and advice to clinical educators.
- Facilitate orientation, calibration and professional development relevant to teaching, supervision, feedback and assessment.
- Encourage development of a regional community of practice in medical education.
- Continuously monitor clinical teaching quality, evaluate teaching practices, and facilitate clinical audits to drive high-performing medical education.

Student Support

- Maintain appropriate visibility of student progress and experience within regional primary care placements.
- Provide academic and clinical guidance where concerns about a student's performance arise.
- Work with clinical educators and NZGSM academic leads to ensure concerns are identified early, documented appropriately and referred through the relevant School processes.
- Contribute clinical and regional perspectives to student progress, remediation or support planning when requested.
- Support an inclusive learning environment in which students can raise concerns safely.

Team Contribution

- Work effectively as a member of the NZGSM Academic and Clinical Placement teams as well as placement locations and Community Clinical Learning Centres (CCLCs) to support other team members and provide support and/or coverage of functions.
- Work collaboratively to encourage transparency across activities, open sharing of knowledge, and the building of positive relationships to support a high-performance culture.
- Work with other team members on projects.
- Support a positive culture and morale.
- Comply with and undertake responsibilities set out in the University's Health and Safety Policy

Continuous Improvement

- Actively contribute to the ongoing development and improvement of the Medical School's educational delivery, systems, and processes.

NOTE: Staff have an annual Objectives, Development and Reflection (ODR) meeting with their manager.

5. PERFORMANCE STANDARDS

The Regional Clinical Lead (Primary Care) will be performing satisfactorily when:

- Effective clinical and academic leadership supports a coherent regional student experience across primary care, community and hospital settings.
- Primary care and community-based learning experiences are aligned with NZGSM curriculum, assessment and accreditation requirements while responding appropriately to the region's communities and health services.
- A strong and engaged network of clinical educators and placement providers is maintained, with educators appropriately oriented and supported in their teaching, supervision and assessment responsibilities.
- Regional clinical education reflects NZGSM commitments to partnership with Māori, health equity, cultural safety, and the needs of rural, regional and underserved communities.
- Student performance, professional behaviour and learning-environment concerns are identified early and managed or escalated through the appropriate NZGSM processes.
- Feedback and quality assurance information are used to address emerging concerns and improve regional clinical education.
- Regional risks, issues and opportunities are communicated appropriately, and agreed reporting, evaluation and accreditation requirements are met.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

Essential

- A medical degree and a current Annual Practising Certificate (APC) in good standing with the Medical Council of New Zealand.
- Vocational registration as a General Practitioner in New Zealand

SKILLS, KNOWLEDGE and EXPERIENCE

Essential

- Significant current experience in clinical practice
- Experience in clinical teaching, supervision or medical education.
- Ability to provide credible clinical and educational leadership to clinicians involved in medical education.
- Strong relationship management skills, with the ability to establish effective partnerships with clinicians, health services, Māori health providers, iwi and community organisations.
- Demonstrated understanding of health equity, cultural safety and the health needs of Māori, Pacific, rural and regional communities.
- Ability to work collaboratively across clinical, academic and operational teams.
- Strong verbal and written communication, facilitation and interpersonal skills.
- Commitment to maintaining active clinical practice alongside the University appointment

Desirable

- Experience in the implementation, assessment, and delivery of quality education programmes
- Experience working with multidisciplinary health services and regional clinical networks.
- Experience in using technology as an enabler for learning delivery

PERSONAL QUALITIES

- A collaborative and inclusive leadership style, with the ability to build trust and credibility across a diverse regional network.
- Approachable and supportive, with a genuine interest in developing clinicians and students.
- Adaptable and comfortable working within a developing programme and evolving regional environment.
- Self-motivated and able to work independently while remaining connected to the wider NZGSM team.
- Pragmatic and solutions-focused, with sound professional judgement.
- Commitment to diversity principles and the University's partnership with Māori as intended by the Te Tiriti o Waitangi.