



Position Description

Position title:	Deputy Chief Medical Officer	Date:	Sept 2026
Reports to:	Chief Medical Officer	Department:	CMO
Number of reports:	Direct: 0 Total (include indirect):	Location:	Auckland (National Support Office)
Delegated financial authority:	None	Budget ownership:	No
Level of influence:	Leading self Leading others Leading leaders Leading the Organisation		

Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Vision	Purpose
Our vision is for what we aspire.	Our purpose is why we exist.
To help people live their best lives by reimagining healthcare.	To advance the provision of quality healthcare in Aotearoa New Zealand.

Our Values

Care First: Care is at our heart. It's the foundation of who we are and how we approach our mahi. Through genuine manaakitanga, we deliver a quality of care that makes healthcare more human.

Better Together: Our strength comes from connection and collaboration – we bring together our diverse skills, perspectives, and experiences in the spirit of partnership and kotahitanga. We all play our part creating better outcomes for everyone.

Pursue Excellence: Every day brings a new opportunity to improve, innovate, and excel. We don't settle for 'good enough'. We're here to do our best work, delivering our best care for the people and communities we serve.

Role Purpose

The Deputy Chief Medical Officer is a critical role supporting the Chief Medical Officer as a critical linkage between SCHL and medical specialists. The Deputy CMO provides leadership in the field of anaesthetics, and providing a medical perspective for internal initiatives. The Deputy CMO will be expected to advise the CEO, Executive Leadership Team and Senior Leadership Group with a medical and specialist perspective when the Chief Medical Officer is not available. They are the subject matter expert in the organisation for Anaesthetics.

Key Relationships

Internal

- Executive Leadership Team
- Senior Leader Group
- National Clinical Governance Committee and Chair
- Hospital Clinical Governance Committees and Chairs
- National Infection and Control Committee
- General Managers

External

- Medical Specialists
- Medical Council of New Zealand
- National & International Clinical Associations, Colleges, and Societies
- Government Agencies
- Other local and international hospitals and service providers.

Key Accountabilities

Medical Leadership

- Deputise for the CMO to provide medical specialist leadership across the Southern Cross Healthcare network.
- Work with National Clinical Governance Committee Chair, and local Hospital Clinical Governance Chairs when required to provide best practice advice and guidance.
- Promote professional development, credentialing, and best practice particularly in the field of Anaesthetics.
- Address and manage any behaviours inconsistent with industry standards, or Southern Cross Healthcare standards.
- Engage with medical specialists and SCHL senior leaders on medically targeted initiatives, policies and procedures.
- Provide medical advice and support to hospital general management, particularly in the field of Anaesthetics.

Medical Practice

- Support the review of event cases and best practice when required to promote sustainable improvement and identify best practice.
- Deputise for the CMO and provide medical advice to the CEO and ELT on medical issues and innovation.
- Advise on medical specialists' scope of practice

National Networks

- Establish and maintain a network of national and international clinical experts to keep up to date with best practice, particularly in the field of anaesthesia.
- Form relationships with relevant external parties including clinical associations and societies.
- Maintain up to date knowledge of current medical events and issues to deliver informed judgement and decisions.

Representing Southern Cross Healthcare

- Advice as appropriate (and deputise for the CMO) on Medical Specialist communications and publicly released medical material.
- Represent Southern Cross Healthcare at industry events and with industry groups

Health, Safety and Wellbeing

- All employees are responsible for complying with health and safety policies and procedures.
- You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk.
- Identify, report and self-manage hazards where appropriate.
- Ensure that you complete early and accurate reporting of incidents at work.
- Participate and co-operate for shared health and safety responsibilities
- Actively participate where improvements to health and safety at SCHL can be made

Commitment to the principles of Te Tiriti o Waitangi

- Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.

Commitment to Diversity, Equity and Inclusion (DEI)

- Honour diversity by acknowledging and respecting others' spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships.
- Seek opportunities to include diversity, equity and inclusion practices in everyday work.

Commitment to Environment, Social and Governance (ESG)

- Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments.
- Actively engage to improve your knowledge regarding sustainable practices whenever possible.

Role Requirements

Experience and skills required:

Education and qualifications required:

- Anaesthetic fellowship
- Current Annual Practising Certificate

• Credible leader with Anaesthetics with established professional profile within the clinical community • Significant experience in complex healthcare settings, good understanding of private sector. • Governance and/or leadership experience developing services and implementing quality initiatives. • Strong interpersonal skills • Strong communication skills with ability to influence both internally and externally	
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Leadership Attributes	
Human Centred Leadership • Empathy • Adaptability • Connection Performance Coach • Accountability • Engagement • Collaboration	Change Enabler • Execution • Energy • Contribution