

Position Description

Registered Nurse

Reports to	Service Manager
Service/Team	Te Manawa Taki Hepatitis C Service

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We provide effective, evidence-based services that support wellbeing. We do this in partnership with tāngata whai ora (people seeking wellness) and their whānau, working together to build the lives they want.

We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest and feel hopeful about their future. Our services encourage stronger connections with friends and whānau and enable meaningful participation in the community.

Our pillars – whakawhirinaki | trust, pono | honesty, haepapa | responsibility, matapōpore | concern, and aroha | love – are the foundation of our work, guiding how we work together and with others.

Tō Tātou Matakiteinga | Our Vision

Poutia, Heretia
Tuia te muka tangata ki te pou tokomanawa
Ka tū mana motuhake, Ka noho herekore i ngā waranga me ngā wero nui o te ao.

People, whānau and communities are connected and supported to live the lives they want, free from drug, alcohol and other addiction challenges.

Tō Tātou Aronga | Our Purpose

Ka hangaia e mātou he whare haumarū, he whare tūmanako hoki e tīni ai te tangata, he wāhi whakaaroaro, he wāhi ako, he wāhi tūhono anō hoki, mei kore e puta tātou ki te wheiao, ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future.

About DISC Trust

DISC Trust is Aotearoa's leading harm reduction service and the only needle exchange provider in Aotearoa offering a comprehensive range of harm reduction services. DISC and the many legacy trusts which became part of DISC Trust, have been operating services for 35 years.

We are a low threshold, grass roots, peer-based community organisation that has been successfully serving some of the most stigmatised people in Aotearoa. Tāngata whai ora trust us and feel safe engaging with our peer kaimahi.

With a strong focus on equity, cultural safety, and community outreach, DISC brings clinical expertise, national leadership, and a commitment to best practice in Hepatitis C care. DISC's evidence-based approach supports some of the country's highest testing and treatment engagement rates, particularly among people who inject drugs and underserved communities.

DISC Trust's Kaupapa

To enhance the health and well-being of people who inject and use drugs by providing leading practice in harm reduction.

Our Shared Vision

To deliver a peer-led, nurse supported model of care to deliver the Community Hepatitis C Service across Te Manawa Taki (Waikato, Lakes, Bay of Plenty, Taranaki, and Tairāwhiti). Our model builds on proven expertise in hepatitis C outreach and treatment across Te Waipounamu and Te Tai Tokerau, ensuring that high-risk and underserved communities have accessible, equitable, and culturally responsive hepatitis C care.

Position Purpose

- The Registered Nurse plays a critical role in supporting the delivery of accessible, community-based screening, education, and support for people at risk of or affected by hepatitis C. This role leads the clinical component of the service, ensuring the Hepatitis C clinical pathway is followed, and supporting screening services, including supporting peers undertaking hepatitis C screening and education.
- The nurse works in partnership with peer navigators to deliver culturally safe, trauma-informed, and person-centred care that meets the diverse needs of people across the region. The nurse also contributes to workforce development by mentoring and supporting peer staff, ensuring they are well-equipped to deliver safe and effective engagement with their communities.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Service Delivery</p> <ul style="list-style-type: none"> • Maintain clinical responsibility for the Hepatitis C service, including understanding blood borne viruses, Hepatitis B and C and reclassification of Maviret, and ensuring peers practice in line with the Hepatitis C pathway. • Lead Hepatitis C treatment, including involvement in screening and screening where required (e.g. point of care test, dried blood spot screening). • Support Peer Navigators to provide accurate and supportive pre and post-test education, and effective screening procedures. • Provide FibroScans to tāngata whai ora where clinically indicated and required. • Engage tāngata whai ora in the Hepatitis C treatment and care pathway. • Collaborate with and support Peer Navigators. • Provide harm reduction information and resources (e.g. safe injecting advice, needle exchange). • Maintain timely and accurate clinical documentation and data collection in line with the Privacy Act and Health Information Privacy Code. • Participate in training, supervision, and quality improvement, maintaining oversight of the best practice Hepatitis C treatment updated and clinical competency. • Support culturally safe and trauma-informed practice. • Participate in community outreach programme to raise awareness about Hepatitis C, promote screening and provide support to people/individuals at risk. • Utilise personal connections and networks to reach individuals in need of services. 	<ul style="list-style-type: none"> • The Hepatitis C pathway is followed in line with national guidelines. • Education is provided based on facts and known treatment protocols. • Targets for screening are met or exceeded. • Positive result rates equal or exceed national average. • People coming for screening have access to pre-test education and harm reduction advice. • Satisfaction with engagement (via brief survey or follow-up). • People demonstrate understanding of Hepatitis C transmission and prevention post-engagement/counselling. • FibroScans are available in a timely manner where required. • Tāngata whai ora initiate and complete treatment. • Peer Navigators express satisfaction with collaboration. • Frequency of team huddles/case discussions per month. • Harm reduction education and/or resources are available and updated as required. • People are aware of and access sterile injecting equipment. • All people who test positive have complete and accurate clinical notes. • Timeliness of data entry (e.g. within 24 hours of service). • Accuracy of reporting provided to Service Manager for contract and service reports. • Compliance with contract and relevant standards. • Attendance at scheduled training and supervision sessions. • Completion of mandatory training (e.g. Odyssey core and required training, Hepatitis C updates). • Participation in quality improvement activities (e.g. audit reviews). • Maintains relevant registration and competency. • Māori engaged in screening and care (equity monitoring).

Area of Responsibility	Performance Measures
<p>Health and Safety</p> <ul style="list-style-type: none"> Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and/or other kaimahi. Be familiar with and abide by the organisation’s health and safety policies and reporting procedures, ensuring others do the same as required. Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these. <p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. <p>Professional Development</p> <ul style="list-style-type: none"> Be proactive in own professional development. Attend relevant organisational trainings as required. <p>General</p> <ul style="list-style-type: none"> Work cooperatively with colleagues and contribute actively to team meetings. Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role. 	<ul style="list-style-type: none"> Examples of tikanga-aligned care practices documented. Evidence of reflective practice entries or cultural supervision. Community outreach programmes enable screening of priority populations. Opportunities for screening are extended throughout the region, with increased identification and treatment of priority populations. <ul style="list-style-type: none"> Risks (including Health and Safety, compliance and maintenance) are identified and reported. Plans are put in place to resolve and/or mitigate potential problems as required. Issues are escalated to relevant manager as required. Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant. Follows correct protocols when using safety equipment. Workplace hazards are identified and plans are put in place to reduce /eliminate these, or the matter is escalated to the relevant authority. <ul style="list-style-type: none"> Actions show knowledge and ability to apply the principle of Te Tiriti in the delivery of role. <ul style="list-style-type: none"> Has an individual development plan which is implemented. Attends organisational training required for role. <ul style="list-style-type: none"> Regular attendance at team meetings and makes useful contributions. Work is undertaken and completed. Commitment and flexibility are demonstrated.

Key Relationships

Internal	External
<ul style="list-style-type: none"> • Peer Navigators • Operations Manager • Steering Group members • Other Odyssey kaimahi 	<ul style="list-style-type: none"> • DISC Trust kaimahi • PWID and other vulnerable groups who may have Hepatitis C in the Te Manawa Taki region • Kaupapa Māori service providers • Other health, social service and community providers • Corrections staff • Te Whatu Ora staff, including gastroenterology department • Existing contract providers

Person Specification

Qualifications, Knowledge and Experience
<ul style="list-style-type: none"> • Current New Zealand nursing APC. • Sound clinical knowledge and hands-on experience with Hepatitis C management, including diagnosis; treatment and follow up care preferred. • Understanding of blood borne viruses (BBVs), including Hepatitis B. • FibroScan training and experience in liver health assessments preferred. • Completion of Maviret reclassification training, enabling independent prescribing, or prepared to complete this within an agreed timeframe. • Experience working with marginalised communities and a commitment to low-threshold non-judgemental care. • Commitment to promoting harm reduction principles and reducing the stigma associated with drug use. • Full, clean, New Zealand driver's licence.
Skills and Abilities
<ul style="list-style-type: none"> • Ability to work effectively with peers, recognising their specific expertise, and developing their skills in Hepatitis C screening and education. • Venipuncture skills or a willingness to complete training. • Ability to travel (drive) and to be away overnight at times within the Te Manawa Taki region. • Strong interpersonal and communication skills. • Ability to establish and maintain effective relationships with a range of stakeholders. • Ability to work under pressure, complete work on time and to a good standard. • Ability to work with limited supervision. • Demonstrated awareness of diverse cultures, identities and experiences, including rainbow communities. • Willingness to consider other viewpoints and adjust decisions as appropriate. • Self-motivated, able to take the initiative and adapt decisions as appropriate. • Ability to show discretion and tact. • High regard for security and confidentiality, including client information. • Fluency in English (written and spoken). • Ability to diffuse conflict. • Demonstrated IT/word processing skills. • Ability to acknowledge own limitations and be proactive with own self-development.

Ngā Poupou | Our Pillars

Our Pillars are the foundation of our work, guiding how we work together and with each other.

Whakawhirinaki Trust	Reliable and shows great integrity.
Pono Honesty	Transparency and openness underpin all actions.
Haepapa Responsibility	Achieves and surpasses goals.
Matapōpore Concern	Empathic and interested in the wellbeing of others.
Aroha Love	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with tāngata whai ora and whānau.