



Job Description

Job Title:	Mental Health Nurse
Reports to:	Clinical Lead
Service:	Calder Health Centre
Direct Reports:	Nil
Location:	140 Hobson Street, Home Ground

Te Tāpui Atawhai - Auckland City Mission

Ko wai mātou Who we are

Te Tāpui Atawhai Auckland City Mission supports Aucklanders in greatest need and is committed to upholding Te Tiriti o Waitangi as a core principle in achieving our organisational mission and vision.

Known as Te Tāpui Atawhai since July 2021, our Māori name symbolises our commitment to Tangata Whenua. We acknowledge that existing economic, health and social inequities for Māori are caused by breaches of Te Tiriti and the negative impacts of colonisation which are ongoing.

Our services have evolved as the city's social needs have. We respond with care and compassion while advocating for a reality where there are enough suitable homes, enough access to nutritious food, and accessible health care for all people and their families. Since our doors opened more than 104 years ago, this has been our 'why'. We offer support for however long and in whatever way needed – for some people that's simply accessing one of our many services, for others it's a complex journey with our full support.

Te Tāpui Atawhai Auckland City Mission is committed to fostering a diverse and inclusive workplace where staff feel valued and respected. This is foundational to our mission, vision and values as a Tangata Tiriti organisation.

Ratonga – Calder Health Centre

Through the provision of low-cost trauma-informed medical care and specialist interventions, our doctors and nurses at the Calder Health Centre strive to address the health impacts of living in poverty and sleeping rough. We provide a holistic range of services, including outreach nursing, end-of-life care and regular podiatry and surgical clinics.

Te Kaupapa o Te Tūranga - Position Purpose

The purpose of this position is to provide high-quality, person-centred mental health support to individuals experiencing distress, addiction, homelessness, and social disadvantage. Working within Te Tāpui Atawhai's integrated service model, the role contributes to improving wellbeing, recovery, and stability for people who often face multiple and complex challenges.

This role is based within the Calder Health Centre team, with the primary purpose of supporting whai ora with an existing or suspected mental illness who are not otherwise engaged with mental health services. The role focuses on building strong therapeutic relationships, undertaking comprehensive formal and informal assessments, and working collaboratively within a multidisciplinary team to address the complex and interrelated needs of whanau.

The Mental Health Nurse (MHN) works in partnership with both internal and external stakeholders to provide holistic, recovery-oriented, and culturally responsive care. This includes addressing the mental distress and broader health issues experienced by people transitioning from rough sleeping into stable housing.

Care delivery is guided by tikanga-informed practice and whānau-centred principles, ensuring that services are culturally safe, evidence-based, and grounded in partnership with whai ora. The model of service delivery is engagement and recovery focused, multidisciplinary in approach, and provides a broad range of evidence-based support options and interventions that promote stability, wellbeing, and connection.

This position supports the Mission's vision of transforming lives by:

- Delivering holistic, trauma-informed, and culturally responsive care.
- Collaborating across internal teams and external agencies to ensure coordinated, wraparound support.
- Advocating for the dignity, rights, and aspirations of people experiencing mental distress and social exclusion.
- Upholding Te Tiriti o Waitangi and promoting equitable outcomes for Māori.

Through this work, the role strengthens Te Tāpui Atawhai's commitment to manaakitanga, whanaungatanga, and social justice for all people in Tāmaki Makaurau.

Ngā Kawenga Matua - Key Responsibilities

Management of Nursing Care

- Uses nursing knowledge and skills to assess, plan implement, monitor and evaluate residents/whānau health needs.
- Works within an MDT framework to create robust plans to best meet the needs of whanau.
- Provides mental health specialist advice and support along side the Te Tapui Atawhai-Auckland City Mission teams for whanau to achieve best health outcomes.
- Educates and provides information to tenant/whānau to improve knowledge of disorder, self-management and prevention of complications and promotion of recovery.

- Contributes to effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs.
- Accurately documents assessments of tenant/whānau health status and response to nursing interventions and other treatments.
- Applies diagnostic reasoning and professional judgement to nursing practice issues/decisions.
- Uses warm handover and liaison to support tenant contact with other agencies.
- Promotes manaakitanga to support and strengthen whanau voice and choice with all agencies and key stakeholders
- Identifies situations of clinical risk and takes appropriate action.

Build Cultural Capability & Safety

- Demonstrate a deep understanding and appreciation of mātauranga Māori, mahi a wairua and tikanga informed care and the intersection across mental health frameworks.
- Implement frameworks and tools to review and improve services, extend Māori capabilities and privilege Māori development while challenging existing behaviour, practices and processes.
- Willingness to challenge status quo and openness to perspectives and direction imbedded in mahi a wairua (Wairua Practitioner)
- Identify cross cultural issues and concerns and develop collective strategies to respond to these.
- Continually monitor and improve systems, methods, efficiency and the quality of services provided to residents.

Assessment & Preparation

- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for residents/whānau and staff.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Provides input into clinical standards/protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Participates in the implementation of nursing models of care appropriate to the population needs.
- Assists in the implementation of initiatives to address differential access to healthcare services for Māori.
- Acts to identify and minimise organisational risks.

Tikanga - Culture and relationships

- Demonstrate through actions commitment to Te Tiriti o Waitangi and the Mission's values of Manaakitanga, Atawhai, Rangapū and Mana Tika, Mana Ōrite.
- Demonstrate Cultural Safety principles when engaging with Māori: (Reflective Practice; Minimise Power Imbalance; Awareness of Colonisation; Appropriate Communication).
- Demonstrate cultural awareness when engaging with all people.
- Demonstrate empathy and understanding of issues including colonisation in NZ, trauma, mental health, addiction, poverty and homelessness.

- Ability to communicate clearly and effectively with people from all walks of life and at various organisational levels.
- Advocate for social justice, improved social conditions and a fair sharing of the community's resources

Health and Safety, Quality and Compliance, Ethics

- Act within the professional boundaries outlined in the Mission Code of Ethics and Code of Conduct in all dealings with co-workers, clients and external agency stakeholders. Fulfil Te Tāpui Atawahi Auckland City Mission policies and procedures with particular attention to safeguarding, health and safety, equality, equity and diversity.
- Lead a culture of positive and engaged health and safety practice. Meet requirements of health and safety policy and the Health and Safety at Work Act NZ. Take responsibility to work safely by taking reasonable care of your own health and safety and ensuring your actions or omissions do not pose harm to yourself or others. Additionally, it is essential to comply with any reasonable instructions, policies or procedures provided to ensure a safe and healthy work environment for all.

Other

- Comply with any other reasonable request from your manager or team leader.

Ngā Whēako – Ngā Tohu Mātauranga Qualifications, Experience, Knowledge and Skill Requirements

The skills, experience and knowledge outlined below may be obtained from many different experiences. For example, from paid work, voluntary work, work undertaken within your Marae, Church, or from specific iwi/whānau responsibilities. The list below outlines transferable skills, knowledge and experience we are seeking for this role.

If qualifications are required for the role, they are also outlined below. If no qualifications or preferred qualifications are outlined, we will consider equivalent experience for the role.

Ngā Pūkenga Nui - Essential	Tūranga Motuhake - Role-specific
<ul style="list-style-type: none"> • Commitment to actively uphold Te Tāpui Atawhai - Auckland City Mission Te Tiriti o Waitangi policy and strategy. • Proven experience applying te Tiriti o Waitangi into organisational practice. • Empathy and understanding of issues including impacts of colonisation on Māori, trauma, mental health, addiction, poverty, food insecurity and homelessness. • Values aligned to the Te Tāpui Atawhai Auckland City Mission brand and culture. • Ability to work successfully within an NGO environment. 	<ul style="list-style-type: none"> • Preferred Post graduate MH qualification • L3 or L4 nursing PDRP or willing to work towards this. • Strong relationships with community mental health teams, including forensic and inpatient services. • Clear and confident communication skills, with the ability to engage a diverse audience from board level to frontline kaimahi.

<ul style="list-style-type: none"> • A relevant tertiary qualification and/or equivalent experience. • Willingness to advocate for improved social conditions and a fair sharing of community resources. • Excellent administrative and organisational skills. • Excellent written communication skills. • Ability to collaborate and work as part of a team. Minimum 2 years mental health nursing experience • RN; RPN; RCpN Registration with Nursing Council (NZ) • Current APC 	<ul style="list-style-type: none"> • Strong organisational and time-management skills, including the ability to manage competing deadlines. • Experience in the community, health, or social services sector.
--	---

Haere Mai - Why join us?

Cultural Respect: Be part of an organisation that values and integrates te ao Māori into its core values and operations.

Career Growth: Access to professional development and internal career progression opportunities.

Supportive Environment: Engage with a diverse network of colleagues and participate in culturally enriching events and activities.

Tō Mātou Kaupapa Our Mission: We provide immediate relief and pathways to long-term wellbeing for people in greatest need, through connection and access to kai, kāinga and hauora.

Tō Mātou Kitea Our Vision: A Tāmaki Makaurau where everyone can thrive.

OUR IMPACT STATEMENTS

- Homelessness is brief, rare and non-recurring with affordable and healthy homes a reality for every person in Tāmaki Makaurau.
- Everyone has access to enough good kai to sustain themselves and their whānau needs.
- Health care is accessible for all, including people living with the effects of colonisation in Aotearoa, trauma, mental unwellness and substance abuse.