



Early Career Program

EverAbility's Allied Health Professional
Early Career Program 2022

VisAbility

kites 

Guide Dogs
WA/TAS





Our Program

Calling all Allied Health Professionals with an adventurous spirit! Would you like to:

- Work across teams and programs?
- Expand your network?
- Diversify your professional skills with clients of all ages?

EverAbility's new Early Career Program offers placements across its dynamic family of services, including low vision specialist VisAbility and therapy provider Kites Children's Therapy.

This exciting two-year program offers continuing employment at VisAbility or Kites Children's Therapy upon completion.

EverAbility has more than 100 years of experience supporting people with disability across Western Australia and Tasmania.

Through this program you will:

- Enjoy a supported learning environment with opportunities for peer coaching and regular check-ins with your mentors.
- Join a welcoming team environment with experienced allied health professionals who are passionate about what they do.
- Build a support network of other graduates going through the same process as you.
- Work with clients of all ages and backgrounds across your caseload.
- Increase your understanding of the aged care and disability sectors, including the National Disability Insurance Scheme and My Aged Care.
- Rotate to different office locations - Perth, Hobart and Albany are all possibilities.
- Become a well-rounded professional with specialist knowledge and skills in areas such as vision impairment, disability and aged care.



Start your career

What happens after graduation is critical in setting you up for success in your new career. This program will help you get off to the best possible start, and know that all your hard work at university was worth it!

EverAbility offers generous salary packaging arrangements, home garage vehicle use, training and growth opportunities, and support with relocation costs.

Lives without limits for people with disability. A career without limits for you. Join us and enjoy all the support and scope you need to thrive.

Find out more at [EverAbility website: Join our Team: https://www.everabilitygroup.org.au/people/join-our-team/](https://www.everabilitygroup.org.au/people/join-our-team/)



“The best thing about working at Kites is being connected to our diverse, multicultural community and working in our awesome multi-disciplinary team to get families the best outcomes for them.”

Sharon, Kites Speech Pathologist Graduate &
Allied Health Award Nominee 2021.

Who is this program for?

This program is for allied health professionals in the early phase of their career – this encompasses the first two years after graduating.

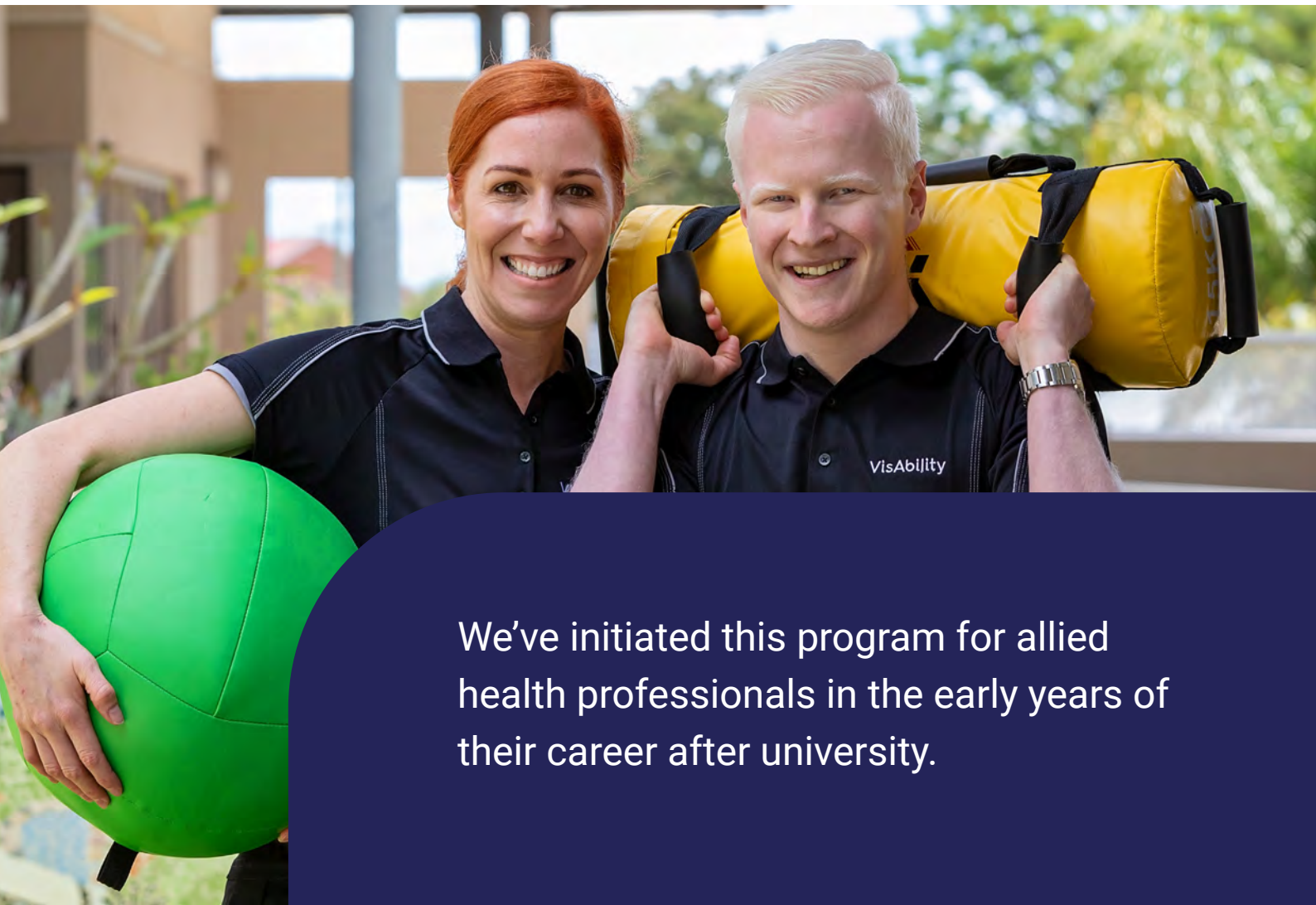
New graduates from the disciplines of speech pathology, occupational therapy, physiotherapy, dietetics, exercise physiology, psychology, social work, orientation & mobility, and orthoptics are welcome to apply.

We also welcome more experienced allied health professionals who have had a break in their careers and wish to return to the workforce with some additional supports. We are looking for individuals interested

in working in the disability sector who will flourish with the additional in-house supports and professional development our program offers.

We are looking for people who can see the benefit of moving across teams and locations in understanding the organisation as a whole as well as the life journey of our clients.

We are seeking allied health professionals who will look beyond the early career program to further their careers by entering a clinical specialty or leadership role into the future.



We've initiated this program for allied health professionals in the early years of their career after university.

EverAbility: Our brand family



VisAbility

Our specialised service supporting people with low or no vision to live the life they want with confidence.



Our early intervention support, advice and solutions service transforming the lives of children and their families living with disability or developmental delay.



We raise and train life-changing guide dogs, autism assistance dogs and therapy dogs for school, hospital or therapy settings.



The only organisation in Tasmania raising and training guide, therapy and autism assistance dogs.



Our innovative and collaborative community centre that combines events, conferences and community activities for Western Australians of all ages and abilities.

VisAbility

VisAbility provides personalised support across Western Australia and Tasmania, to people with low or no vision.

For over 100 years, VisAbility has provided personalised services that nurture the skills and confidence our clients need to live life to the full. We provide services for people with a vision impairment of all ages including early intervention, school aged, adults and seniors.

Therapies:

- Dietetics
- Exercise Physiology
- Occupational Therapy
- Orientation and Mobility
- Orthoptics
- Physiotherapy
- Positive Behaviour Support
- Psychology
- Speech Pathology
- Social Work

Specialist Services:

- Accessible Information
- Assistive Technology
- Disability Employment
- Group Programs
- Guide Dogs
- Talking Book Library
- Training and Workshops



VisAbility





Kites Children's Therapy

At Kites Children's Therapy, we offer therapy solutions for children with disability or development delay. Located in Perth and Hobart, we provide advice and support as early as possible, when it can make the biggest difference in a child's life.

Therapy Services

Our therapy services include Dietetics, Dog-Assisted Therapy, Exercise Physiology, Occupational Therapy, Physiotherapy, Psychology, Social Work and Speech Pathology.

Dog-Assisted Therapy

Our Dog-Assisted Therapy program is the first in both states to use highly trained therapy dogs alongside allied health professionals to deliver creative ways for children to achieve their therapy goals.

Toybox Library

Our Perth office is home to the Toybox toy library. Our toy library connects families with toys, resources and information to support play and development. We have over 4,500 toys, including the largest collection of switch adapted toys in the southern hemisphere.





We are an organisation employing professionals in diverse roles and are always on the search for like-minded individuals to build great teams and do great work. We seek highly trained individuals with a passion to work for a cause and create meaningful change.

How the program works

The 2 year program is designed to transition allied health professionals from students to confident working professionals. Our program comprises two 9 month rotations in different areas of the business before being placed with a team.

Over the 2 year period, allied health professionals will grow in clinical experience and confidence while accessing regular professional development, tutorials, clinical lead, supervision, and discipline specific meetings.

Gaining Skills

At EverAbility, we offer a structured program for people in the early phase of their careers. We have a good understanding that professionals in this early phase need a level of support while being given autonomy to find their feet as allied health professionals in the community. We know that early career allied health professionals at EverAbility are:

1. Consolidating skills and knowledge in their own profession
2. Learning specialist skills and knowledge relating to the disability sector including NDIS and vision impairment
3. Learning EverAbility's internal processes
4. Developing a professional persona.





Our program includes:

- Enhanced “welcome pack” designed for people in their early career phase
- Comprehensive onboarding to the organisation
- Human Resources support and employee benefits
- Workplace shadowing as part of a multidisciplinary team
- Regular clinical supervision meetings
- Regular line manager meetings
- Regular discipline specific meetings
- Ongoing professional development
- Self-reflection for own professional development
- Caseload of clients
- Regular tutorials for own professional development, with a focus on a professional persona
- Rotations to different service areas (including both adult and paediatric caseloads, Perth, Albany, and Hobart as potential location sites)
- Relocation support if moving to a different physical location as part of the program
- Peer coaching (support to/from others in early career program and specific training in how to do this)
- Graduation of the program at end of 2 years.

We have structured a two year program that aims to increase independence, confidence, and work capacity over a two year period through regular supports from experienced staff and building a support network of other new starters going through the same process as you.

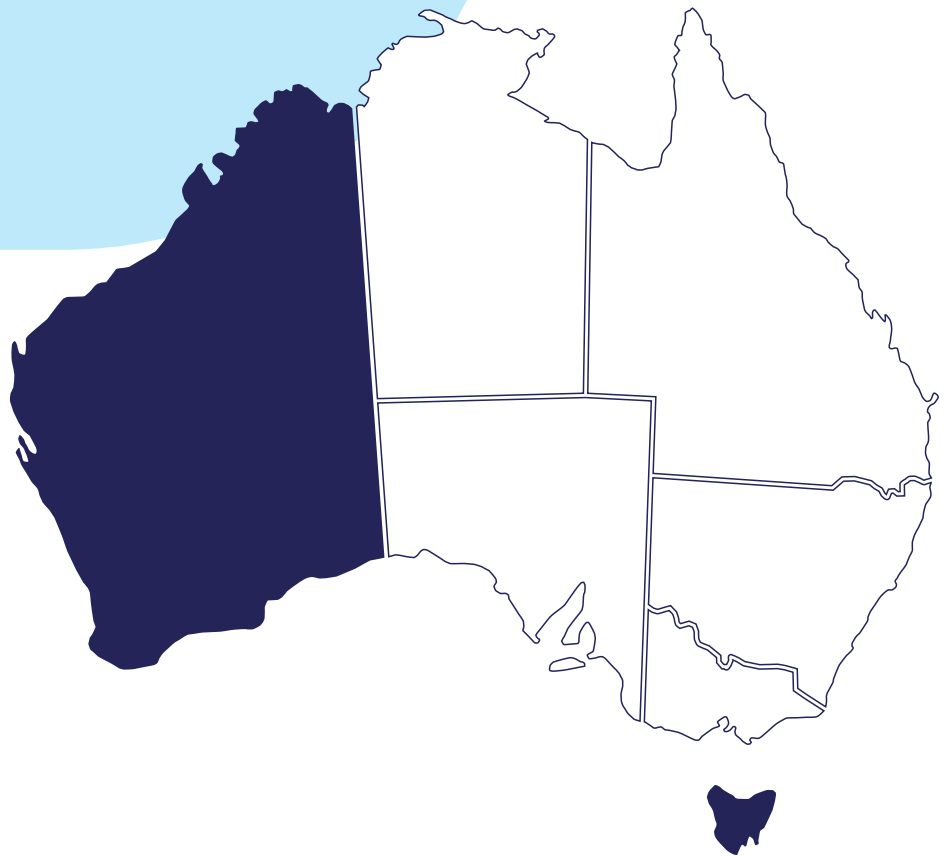
Rotations

You will have the opportunity to part-take in two rotations. We have a range of rotations across our therapy brands, states, and age-related services.

Rotations offered:

- VisAbility Independent Living Services, Perth
- VisAbility Independent Living Services, Rural WA
- VisAbility Children and Youth Services, Perth
- Kites Children's Therapy, Perth
- Kites Children's Therapy, Hobart
- Client Experience Team, Perth

You will be given the option to express interest in 3 rotations.



Graduation

At the end of the program, you will continue on at EverAbility as a confident clinician with an excellent grounding in your profession, the disability sector, and EverAbility as an organisation. The expectation is this fosters a strong relationship between the organisation and the allied health professional, which continues on into the future where candidates can be supported to grow throughout their careers.



FAQs

Is the program accredited?

The Early Career Allied Health Professional Program is an in-house program so it doesn't require accreditation or lead to a different qualification. Having said that, it is highly competitive and involvement in the program will set you up to succeed with EverAbility for years to come!

Do I start on a lower salary because I'm in the program?

No. All of our new starters are brought onto an enterprise agreement with salaries set out. Naturally, you would expect your salary to grow as your experience grows but we do not start our early career program allied health professionals on a lower rate than people with comparable experience.

Will I be assigned a mentor?

There will be many experienced allied health professionals who will support you on your journey as well as other new starters like you. At EverAbility, we prefer a system where there are strong supports in place across all areas of your service delivery and you form good working relationships with several colleagues, rather than focusing on one dedicated mentor.

Can I help out with dogs?

The guide dogs in training have specialised trainers managing their transition from pup to guide dog graduate. There are opportunities for staff to home-board a guide dog in training. We also have other ambassador dogs who are part of our office environment who appreciate a pat! In working with us, you are sure to see guide dogs, therapy dogs, and ambassador dogs as part of your usual work day.

Do you help out with relocation?

If you are selected for a regional or interstate rotation, we will contribute towards your relocation costs. We will speak to you about relocation assistance in more detail when you come on board.

You mention “tutorials” – what topics will be covered and am I assessed on the content?

The tutorials are in-house professional development across generic skills you need to do your job such as developing a professional persona, time management in the workplace, work-life balance, writing SOAP notes, and more. There is no assessment and the focus is on group learning and support through discussion and reflection.

Do I need to have an ABN?

No. We bring people on as permanent employees with the full range of benefits and entitlements you would expect as a valued professional. You won't be on a contract or need an ABN.

Are you a family-friendly workplace?

Yes! We have flexible workplace arrangements and many staff purchase additional leave, work part-time, or work from home for part of their work hours. You negotiate work conditions with your manager once you come on board.

What if I want to stay at one of my rotations?

That's great! Many an allied health professional has travelled interstate only to find they fall in a love with a new location... or a new person perhaps! We expect people to complete their rotations and maintain good communication with management about your preferences so we can work towards a positive team environment for all.





How to apply

We encourage people with disability and of Aboriginal and Torres Strait Islander background to apply. Everyone is welcome, as we are an inclusive and diverse workplace. We assess all applications based on merit. Should a suitable candidate be identified, EverAbility Group reserves the right to close this recruitment process prior to the advertised date.

If you are interested in this opportunity, please apply via the link and upload your resume and cover letter.

If you have any questions or would like a copy of the job description, please email careers@visability.com.au

Visit [our website at http://www.visability.com.au](http://www.visability.com.au)

Applications close as soon as the right person applies!





EverAbility Group

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