

Physiotherapist - Community Rehabilitation

Early Career Clinicians (Grade 1 and 2)



Permanent Full time (38 hours a week). Part time options available.

Salary Range: \$75,000 - \$100,000 + 11% superannuation, 5 weeks annual leave + 17.5% annual leave loading and travel remuneration

Who we are

Independent Rehabilitation Services are a team of 60 passionate, skilled and dedicated staff across our Occupational Therapy, Physiotherapy, Speech Pathology and Business Support Teams. Established in 1999, we have an outstanding reputation with our clients, their families, and the providers we work with.

We work exclusively with adults with neurological conditions in the community - from hospital discharge to many years down the track. We strongly believe in our person-centred approach which produces the best outcomes for our clients. We are dedicated to our clients achieving their goals, reaching their potential and maximising their independence and participation in their lives and communities.

Why work with us

- **Our unique culture.** We're confident you'll find our culture genuinely supportive and values-led, which we're incredibly proud of. We work hard and like to have fun! Our staff retention speaks volumes - some of our staff have been with us for 18 years and counting.
- **Genuine support.** From the moment you start with us, through induction, your first year with us and beyond, we're with you every step of the way.
- **Wellbeing focus.** Your wellbeing is a major focus. With our wellbeing specific events, mental health first aiders, and check ins, we recognise that our people are our priority.
- **Work-life balance.** We get that you have a life outside of work. You're able to flex your working hours to suit your lifestyle. Additionally, there is the option to accrue Time in Lieu and take monthly ADOs.
- **Flexibility and autonomy.** Choose to work from home or our office and manage your own calendar and caseload, putting you in control.
- **Our office.** Free parking, a fully stocked kitchen, a hard working coffee machine, doggo-friendly and a relaxed vibe at our lovely Carnegie office space, and access to our Western Hub if you're in the vicinity.
- **Social life.** We're big on regular social events, both within the office and outside of work. Fundraising lunches, a silent disco, group pilates classes and a trip to the snow - just to name a few!
- **Benefits.** In addition to your salary, you'll receive annual leave loading (17.5%), superannuation (11%), travel reimbursement, a laptop and mobile phone, 5 days of professional development leave and 5 weeks of annual leave (pro-rata).

Your day to day

You'll be supported - We make sure your transition into a new workplace is smooth and supported. Whether this is your first community job, or you're experienced in the sector, we've got you covered with our comprehensive induction program, clinical and professional supervision, mentoring, and our unique Buddy Program.

You'll have variety - Every day is different. You'll see clients with neurological conditions, such as traumatic brain injury, stroke, spinal cord injury and progressive neurological conditions. We work with our clients from hospital discharge to many years down the track. You'll support clients to maximise their independence and participation at home, in the community, and in their lives.

You'll have flexibility and autonomy - Make work work for you. You have autonomy of your caseload and how you schedule your day. You can flex your work hours around life admin, like personal appointments, and can choose where you work from. We spend a lot of time working independently, and the team make an effort to come in for our big team lunch on a Wednesday, which is always a wonderful opportunity to connect with each other for a bite of food and lots of laughs!

You'll help clients achieve *their goals* - Our clinicians find this an incredibly rewarding aspect of the role, and use an evidence-based approach as well as some creativity, to help clients achieve their goals. You'll work collaboratively with clients, their families, supports, members of the multidisciplinary team and external providers such as TAC, NDIS and equipment providers, to ensure your clients' needs are met and their goals are achieved.

We'll support you to achieve *your goals* - We're invested in your growth as a clinician. We respect your level of experience and expertise, and desire to grow as a clinician. Our Career Journey Program keeps you accountable and on track with your career goals. You'll have access to internal and external professional development that aligns with your goals as you commit to lifelong learning. You'll also have an opportunity to supervise and mentor others, as well as students on clinical placement if this lights your fire. IRS have a variety of leadership pathway opportunities so you continue to have room to grow.

You'll be part of a team - As a valued member of the Physio team, you'll be actively involved in team meetings, social catch-ups and opportunities to participate in portfolios and projects. Our clinicians are given individual clinical hours to achieve in their day, which factors in all the other amazing offerings we provide, and are very reasonable and achievable.

About you

You are a Physiotherapist who is:

- Passionate about working in the community with clients with neurological conditions
- Looking for a genuinely inclusive and supportive workplace
- A self-motivated lifelong learner and is seeking opportunities for growth
- AHPRA registered or eligible for registration as a Physiotherapist
- A holder of a current drivers licence and has a suitable vehicle

Applications

New graduates, grade 1 and 2 clinicians are welcome to apply. We encourage applicants from diverse backgrounds, abilities and experiences to apply. Overseas applicants are also welcome to apply.

To apply please send a detailed cover letter and your CV to careers@independent-rehab.com.au. For any questions, please contact Talia Lipschitz, Community and Connection Leader on (03) 9885 2533.