

Occupational Therapist Graduate



Permanent Full Time (38 hours a week)

Salary Range: \$68,000 - \$73,000 + 11.5% superannuation, 17.5% annual leave loading and travel reimbursement

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

- **Genuine support.** From the moment you start with us, through induction, your first year, and beyond, we're with you every step of the way.
- **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.
- **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.
- **Absolute flexibility and autonomy.** Make work work for you. You can choose to work from home or our office in Carnegie, and will manage your own caseload and calendar to suit your day.
- **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 take monthly ADOs.
- **Our office.** Free parking, a fully stocked kitchen with a hard working coffee machine, doggo-friendly and a relaxed vibe at our lovely Carnegie office, 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 receive annual leave loading (17.5%), superannuation (11.5%), travel reimbursement, laptop and phone, 5 days of PD leave and 5 weeks of annual leave (pro-rata).

Your day to day

You'll be supported - We won't just throw you in the deep end. We understand it's a big transition from student to clinician, and we make sure your transition into a new workplace is smooth and supported. We've got you covered with our extensive induction program, clinical and professional supervision, mentoring, and our unique Resilience Buddy Program. We also have a new grad peer support group.

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 - You have autonomy of your caseload and how you schedule your day. You can flex your work hours around life admin, and can choose where you work from. We spend a lot of time working independently, and we all make an effort to come in for our big team lunch on a Wednesday, which is 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 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. 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 be part of a team - As a valued member of the OT team, you'll be actively involved in team meetings, social catch-ups and opportunities to participate in learning packages. Our clinicians are given individualised clinical hours to achieve, which factors in all the other amazing offerings we provide, and are very reasonable and achievable.

About you

- Graduating in 2024
- Passionate about working in the community
- Interested in working with clients with neurological conditions
- Looking for a genuinely inclusive and supportive workplace
- A self-motivated lifelong learner
- AHPRA registered or eligible for registration as an Occupational Therapist
- A holder of a current drivers licence and has a suitable vehicle

Our culture

At Independent Rehabilitation Services we have developed a culture of inclusivity and respect amongst our employees. We are committed to equality and diversity and value the positive impact that difference has on our team. We encourage applicants from diverse backgrounds, abilities and experiences to apply.

Applications

If you are interested in applying please send a detailed cover letter and your CV to: careers@independent-rehab.com.au. If you have any questions, please contact Talia Lipschitz (Community and Connection Leader) on (03) 9885 2533.