



APPLICATIONS NOW OPEN!

FOR OUR 2022 GRADUATE OSTEOPATHY POSITIONS & GRAD TO GREAT ACCELERATED DEVELOPMENT PROGRAM



THIS IS AN EXTRAORDINARY OPPORTUNITY!

A PERMANENT OSTEOPATHY POSITION COMBINED WITH A FAST TRACK DEVELOPMENT PROGRAM TO ACCELERATE YOUR LEARNING AND CAREER GROWTH.

GRADUATES THROUGH TO OSTEOS WITH UP TO 3 YEARS EXPERIENCE WELCOME TO APPLY





ARE YOU THE AMAZING OSTEO WE ARE LOOKING FOR?

If so, **you will be:**

- Incredibly **passionate** about helping **transform** people's health so that they can **live their best life!**
- Relentless in your pursuit of excellence, **willing to stretch** beyond your comfort level
- Constantly **seeking to grow** yourself, personally and professionally
- Excited by new challenges and have a sense of **adventure and fun**



THE PROACTIVE PHYSIO GRAD TO GREAT PROGRAM

The Grad to Great program has been designed with the graduates experience at front of mind. We know the importance of building a rock solid foundation at the start of your career. It is your big chance to sharpen your skill set and set yourself up for the rest of your career. Herein lies the key of the program. Throughout the Grad to Great program you will be exposed to many different forms of musculoskeletal therapy care so that you can build your breadth as well as depth of practice. Additionally, the Grad to Great program enables you to have great perspective of your clients 'health journey' and also develop a strong sense of where your individual skills are best suited, so you can continue to launch into your ideal career path.

The dangers of a poor grounding early in your career are well storied: lack of professional development, no personal development, clinicians getting pigeon holed into niche areas, bad habits forming, loss of passion for for the profession leading to burnout. The stats of new graduates dropping out of their professions is alarming and the Grad to Great program specifically aims to address all of these issues: Longer appointment times, significant and ongoing professional development, 'open door' question policy, personal mentoring, not to mention assistance to build your ideal list and accompanying skillset.

Importantly, the Grad to Great program has a significant mentoring and mindset component. This offers you the opportunity to expose yourself to different ideas and invest in yourself personally as well as professionally. We know the first few years in the workforce are a massive change in lifestyle, and having support and guidance to help navigate this time to set up your future is an incredibly valuable component of the program.





WHAT DOES THE GRAD TO GREAT PROGRAM LOOK LIKE?

The Grad to Great training program has been designed so that you become a leader in the field.

The Pillars of the program are:

Professional development

- A structured, comprehensive and high input program of quality information and learning that leads to you becoming an outstanding clinician with a 21st century skill set

Mentoring

- 1:1 weekly mentoring based on your identified personal and professional goals to help you get to where you want to go in your career and life
- Mindset coaching - It is well established that your attitude will dictate your outcome. Work with an open minded mentor who will challenge you to make sure you maximise your potential!

Kickstart rolling induction

- Initial 4 month in depth rolling induction into the profession as well as the clinic.
- Gain clarity and insight into your career so that you can set yourself up for success
- Accelerate your progress with go-to technical and soft skills that give you immediate confidence to deal with any situation or clinical presentation

Buddy system

- Be paired with a recent graduate to lean in on their learnings and have another person for support as well as a senior therapist and mentor

Content includes:

- How to interact with clients to build rock solid relationships so that you become the Osteo that everyone wants to see
- Learn how to deliver great consults and know how frequently to book in clients so they see amazing outcomes
- How to motivate clients to buy in to your treatment plans so that they can see out a full treatment journey, fully recover and achieve their desired outcome + create life long positive behaviour change!
- Develop world class handling and assessment skills
- Weekly hour long group PD sessions covering topics such as exercise and movement, strength and conditioning, manual therapy, Pilates, journal reviews, course presentations, case presentations + more
- Weekly hour long 1:1 mentor sessions focusing on your clinical and non-clinical goals. Build your non-clinical nous so you can thrive in life!
- KickStart induction over 4 months which progressively helps you build your professional identity so that you have clarity and focus with your career and life
- 'Open door' questions policy - have access at all times, even during consult if you need to ask a question
- Access to our online library of clinical articles and resources
- How to build your professional relationships and referrer network
- Extensive education regarding the Workcover system so you can navigate it expertly and help workers get fantastic outcomes
- Learn how to run a fun and progressive exercise class that combines Clinical Pilates with Strength and Conditioning exercises

- Attend onsite workplace rehabilitation and early intervention sessions to see ergonomics, manual handling and how musculoskeletal care works 'in the field' first hand
- Attend and observe orthopaedic surgery
- Sit in with other allied health providers who we are linked with to increase your breadth of health knowledgebase
- Access to a local young professionals network
- Access our \$1500 yearly PD funding



FROM A GRADUATES PERSPECTIVE

The biggest thing I was looking for as a new graduate Osteopath was a professional role that would give me the greatest long-term experience.

I wanted something that would help kick start my clinical career by fast tracking my development. I chose Proactive Physiotherapy as the prospect of having a lot of 1:1 mentoring sessions as well as weekly PD sessions appealed to me.

Another major attraction to the role was the fact that it was only 1 of 2 physio practices in town. This therefore means you will be extremely busy for a graduate and have exposure to a lot of Workcover, TAC and NDIS clients which you may not have in other built-up areas.

Additionally, Ben has set up a good referral network with the local GP's as well as sporting clubs, so you are able to see a great diverse range of patients stemming from the weekend athlete to elderly post-surgery patients.

Having worked at Proactive for a while now, there is no doubt that the support you get from all the workers is unrivaled. Being able to learn off each practitioner whether that be in the clinic room or in PD meetings has been the best aspect of the role from a development point of view.

You are able to fast track your skills by spending 2 hours per week with Ben going over your weakness's and working out ways to strengthen these. The 1:1 meeting are also a good chance to go over any case you are stuck on or seeking further advice.

Another aspect of the role I thoroughly enjoyed was the variety you can have from day to day. For me, working in a treatment room all day is not appealing. However, due to the large space that has a massive range of gym equipment, it meant I was able to split my day up between using hands on skills and taking people to the gym area for rehabilitation or Pilates.



ATHOL CANDLISH
PROACTIVE PHYSIOTHERAPY
GRADUATE OSTEOPATH





OUR EXPECTATIONS

We value honesty so our expectations are clear:

- You are passionate about being a great Osteo
- You love helping people transform their health and want an amazing career
- A thirst for learning and development
- You go the extra mile to develop yourself - learning is an active process!
- Open mindedness and adaptability
- You are team oriented and value being part of a close knit unit
- Willingness to get in and 'get your hands dirty'
- You bring a 'can-do' attitude, are willing to get outside your comfort zone, are solution focused and like to have a bit of fun on the way



CAREER PROGRESSION

There are multiple career pathways at Proactive Physiotherapy and we pride ourselves on having open and ongoing dialogue about where it is you want to go with your life. We work with you to build a career path that is as individual as you are so that you are thriving in work and life!



LIFESTYLE

Don't be boring - Get out of the city! No doubt some people will be challenged by this, but getting out of your comfort zone is where all the growth happens. The lifestyle that Cobram and the Murray River brings is second to none. More sunshine and blue sky days than most of Australia, the beautiful contrasts of all 4 seasons, rivers, lakes, wineries, camping, wood fires, sport, fresh air and the outdoor life. Not to mention NO TRAFFIC and the opportunity to live within 5 minutes of your work. As well as our close knit and friendly team, a young professionals group plus a multitude of clubs and organisations in the area means that there is plenty of ways to network your way into the community.

There is so much to love about life in our area. If you have a passion for adventure, fun and an outdoor life, then Cobram and the Murray River is the perfect way to live it!

For those that do have family networks in the city (Melbourne is only 3 hours drive), or other parts of Australia, we're more than happy to work with you to create opportunities for long weekends etc so that you can get back to loved ones, catch up and tell them about the great things that you have been doing.





REMUNERATION

This is a full time position with a transparent remuneration structure that incorporates above award yearly salary + commission incentive + superannuation + leave entitlements. You also get access to our \$1500 yearly professional development allowance as well as access to our Pilates and strength and conditioning facilities.



THIS JOB OPPORTUNITY IS A RARE FIND!

The Proactive Physio Grad to Great program is a dream opportunity for new therapists. You will be welcomed into an energised and progressive team and fully supported for your whole journey with us. Our tailored program will perfectly support you in your transition from university to work life. Enjoy working with clinicians at the forefront of pain, play, plasticity and properly loaded rehab in a relaxed and enjoyable atmosphere. Be inspired by new ideas and enjoy life as you grow both personally and professionally. Be a great clinician, but also the greatest version of yourself. Enjoy getting out and engaging with our community to help improve the lives of others so that we can help more people live their best lives possible.

The start date is flexible and New Graduates or Osteopaths with 1-2 years experience are strongly encouraged to apply to take advantage of our extensive development program. Have an amazing career with the amazing lifestyle to match!



HOW TO APPLY

If you think you would be a great fit for this position, or would like to find out more information then please email **ben@proactive.physio** with the subject **"I'm your Osteo"** to tell us why you think you would be the best person for this position in our growing team. Be sure to include a cover letter and CV **OR** an introductory video as a substitute for a cover letter (1-2 mins max, nothing special just tell us a little bit about what you're passionate about, why you'd love to work with us and why we'd be crazy not to hire you!).

Hurry, as we'll start interviewing immediately. Those who are successful will be contacted personally. We can't wait to hear from you! 😊

