
NEW GRAD

PROGRAM





Your **career** starts now

Congratulations on making your way to the finish line - your university studies are coming to an end! Now, the real journey begins... the start of your Speech Pathology career.

You've got a whole lot of exciting experiences ahead of you - accepting your new graduate position, your first workday as a fully fledged Speech Pathologist, and meeting your new clients.

We're so excited for you to experience the joys of being a Speech Pathologist - there's nothing quite like positively impacting a person's quality of life with speech therapy. You are about to start a career in a truly rewarding profession. **Welcome!**



Why **choose** Speak & Swallow?

As you prepare to finish up those last few exams, you've got quite the decision on your hands. Where will you begin your Speech Pathology career? Which job offer is the best fit for you, your life, and your goals? As you begin to consider which role is right for you, we'd like to throw our hat in the ring.

As a private practice that's been operating for over 10 years in North Brisbane, serving the community with person-centred speech therapy, we know what we do well and what sets our team apart. Here's what you should know about us...

01

We **Don't** Have KPI's

One thing you'll likely hear about private practices is that the KPI's leave new grads feeling stressed out and exhausted - it's true! In fact, we don't see the value in them - especially when our focus is on delivering quality over quantity. That's why we have never had KPI's, and never will.

02

We **Prioritise** Your Professional Growth

We know you've still got a whole lot to learn as a new grad - that's why we prioritise your professional growth. With us, you'll benefit from our monthly PD days in the clinic and a dedicated PD budget (incl. PD leave!).

03

We'll Help You Build a Small, **Meaningful** Caseload

As a new grad, you shouldn't be expected to be seeing back-to-back clients - that's far too overwhelming! With us, you'll be given a small number of clients to begin building a caseload that's meaningful to you.

How we can help

At Speak and Swallow, we provide a variety of services across many Speech Pathology range of practice areas, including:



Language



Speech



AAC



Voice



Breathing



Chronic Cough



Swallowing



Orofacial Myology



Fiberoptic Endoscopic
Evaluation of Swallowing

We support **clients** with:

- Parkinson's Disease
- Progressive Supranuclear Palsy
- Motor Neurone Disease
- Multiple Sclerosis
- Huntington's Disease
- Myasthenia Gravis
- Multiple Systems Atrophy
- Stroke
- Dementia
- Acquired Brain Injury
- Palliative Care
- Vocal Nodules
- Muscle Tension Dysphonia
- Cerebral Palsy

... and many other conditions.



Get to know our values

One of the things you might not have considered yet when tossing up where you'd like to work as a new grad is the values that drive an organisation. Sure, some businesses and companies are all talk and don't really live up to their values - that's a given - but here at Speak & Swallow, we've embedded ours into the way we do everything.

For us, our values don't just live in a book or as icons on a website page – we live and breathe these values as a team and in each client and stakeholder interaction.

Once you've had a chance to explore what we value, we'd love to have the opportunity to get to know yours.



Inclusion

Person-centred, inclusive and accessible, we provide both in-home and clinic-based services that prioritise client comfort and convenience for carers.



Compassion

With endless empathy, kindness and respect, we put our clients' wellbeing front and centre in everything we do.



Quality

Our evidenced-based therapeutic solutions and personalised treatment plans make a positive difference to our clients' quality of life.



Collaboration

We collaborate with our clients' families and carers, providing the information, training and support required to put treatment plans in action.



Integrity

We set high expectations and standards for ourselves and work to achieve these every day, inspiring trust and confidence in the care we provide.



What **our team** has to say

Curious to know more about our team? It's time to find out what they love about being a Speech Pathologist at Speak and Swallow Speech Therapy. Say hello to some of our wonderful team members...



Elise

I love having the opportunity to work both in a clinic and within the community - every day is so different! We have such a varied caseload here at Speak and Swallow, so we are always learning and applying our skills in new ways. We also have incredible supervisors who support us to develop our clinical skills whilst also allowing us to be independent clinicians.



Amy

Working across the lifespan and with such a range of conditions means that no two days ever look the same. This has helped my clinical knowledge to grow more than I thought it ever could, and every day I am still learning something new from my clients or the amazing team.



Indi

I love being a Speech Pathologist at Speak and Swallow because we look at speech pathology from a functional perspective and really take the clients' preferences and goals into account. Instead of looking at what our clients typically should be able to do, we look at how to best to support them. I also love being able to provide care within a client's comfortable space and providing the best possible care and outcomes.



How we do **supervision**

As a new graduate, you certainly shouldn't be expected to know everything there is to know about Speech Pathology. Your first year out will be filled with plenty of opportunities to learn and grow, with the keys to your success being a great team around you and excellent clinical supervision.

Here's a preview of how we support our new graduates at Speak & Swallow:

- 💡 **Daily check-ins** to provide guidance and ensure you've got everything you need
- 💡 **In-depth formal supervision** 2 hours per fortnight with an experienced supervisor
- 💡 **Reflective practice principles** put into action to support development of your skills
- 💡 **Frequent case breakdowns** for in-depth support to ensure appropriate therapy
- 💡 **Routine debriefs post sessions** to help you find your feet in the profession
- 💡 **Report writing support** to strengthen your skills and deliver quality reports
- 💡 **Supervisor and peer observations and mentoring** for a well-rounded experience





More to **love** about Speak & Swallow



Monthly PD Day

We invest in our teams' professional development every single month with our dedicated PD days. For one day a month we 'close up shop' and gather to expand our knowledge over an assortment of yummy snacks.



Flexible Hours

If you like the idea of being able to do report writing at home, our flexible hybrid working environment is for you! We're also supportive of those seeking part-time hours - we'll help you prioritise work-life balance.



Company Car

As some of our client sessions take place out in the community, all of our Speech Pathologists receive their own branded company car, phone, and laptop. You'll have everything you need to thrive in your role.



FEES Clinic

We value being able to provide responsive, high quality support to our clients - especially those with swallowing difficulties. This is why we've launched our Fiberoptic Endoscopic Evaluation of Swallowing clinic and are supporting our team to get FEES certified.



Career Growth

Looking for a workplace that will support your career growth? If you've got big goals, you'll need support from a dedicated team and great supervisors to help you get there. We love to support our team members' career growth.



Supportive Team

We know everyone says it, but we really do mean it! Our team is a wonderful blend of individuals from different backgrounds with a shared passion for bringing quality speech pathology services to adults and adolescents in North Brisbane.



Start the **conversation**



Want to discuss starting your new grad journey with Speak and Swallow?

Start the conversation with us today by filling out our website form or emailing us directly.

Speak soon!

info@speakandswallow.com.au

www.speakandswallow.com.au/join-our-team

