



Flying Start Children's Therapy Employee Value Proposition

WHAT'S INSIDE

Our clinic is more than just a workplace; it's a community where passion meets purpose, it's a place people LOVE. Here's why joining FSCT is the best move for your career in allied health!

Who We Aspire To Be

We're building a culture where personal and professional growth are just as important as business growth. That's why we created the Flying Start Culture Code. It shares our aim to create a company we love. We not only care about our culture, we spend a great deal of time working hard on it, putting energy and time into it as we would with the clients we support. The best people don't just fit our culture, they further it.

We are able to provide what people now want from a job. We are aware this has changed drastically over time and are working towards a lasting organisation.

SOME WORKPLACES	FLYING START CHILDREN'S THERAPY
Work to make a living	Work to make a difference
<i>Follow</i> explicit directions	<i>Chart</i> the course, have autonomy in what you do
<i>Commute</i> to the workplace	<i>Connect</i> to work via multi modes
<i>Juggle</i> work and life	<i>Harmonise</i> work and life
Value amazing perks	Value amazing people

Welcome to Flying Start Children's Therapy

Where Your Career Soars!

At Flying Start Children's Therapy (FSCT), we are dedicated to making a difference to the lives of children with delays and disabilities, supporting them and their families to help the individual be the best version of themselves.

Located on some of Australia's most beautiful coastlines, Torquay is a 1 hour 20 minute drive from Melbourne and a 30 minute drive to Geelong. Torquay is a friendly coastal town with trendy cafés and restaurants, great surf and stunning outdoors.

We are a passionate team of allied health professionals, providing Occupational Therapy, Speech Pathology, Dietetics, Physiotherapy, Psychology and Play Therapy to children aged 0-14 with developmental delays and disabilities. We provide services in our new clinic, at the client's home, school, kinder and the community as well as offering Telehealth services.

Our mission is to provide kids and families with high quality professional services that support their ongoing development and enable them to be the best they can be. We believe in working from a strengths-based, Neurodiversity affirming perspective where we acknowledge and encourage a child's unique abilities, using evidence-based best practice. We recognise the 'village' around the child and work to support them. We work collaboratively with our clients and their support networks to develop skills that support them to thrive socially, emotionally and behaviourally.

Brooke and Tess (Directors) have been friends for over 20 years and have always had a dream of starting an allied health business and providing a space for people to pursue their professional and personal passions. With over 17 years working in their professions at various workplaces (including hospitals, private practice, non for profit organisations, schools and government roles) both Tess and Brooke have an undeniable drive to cultivate a supportive passionate environment and culture where staff are encouraged to 'Think Big for Action' and to strive for excellent outcomes 'delivering results' for the children and families we support. Our aim is to not only create a workplace that makes a difference but one people love to be a part of as well.



Who We Are

We are dedicated to making a difference to the lives of children with delays and disabilities

What We Do

Support children and their families to help the individual be the best version of themselves

Your Best Work Starts Here

When people ask what it's like to work at FSCT, you'll usually hear the same common themes

There's no inner circle

Everyone from the Directors, client service team to the newest graduates on the team all share information, knowledge, and ideas. Everyone is heard and has the opportunity to share and be included.

Everyone's empowered to work autonomously

We trust amazing people to do amazing things. At Flying Start Children's Therapy, you have ownership over the work that you do, manage your own calendars and have flexible work hours.

Diverse perspectives are celebrated

We believe different perspectives make Flying Start Children's Therapy a better company. We work hard to build a diverse and inclusive environment where you feel you belong. We are committed to providing reasonable accommodations throughout the application and interview process, as well as in the workplace.

Opportunity to do what you love and feel passionate about

We invest in our team by giving them opportunities to grow professionally and to follow their areas of interest. We love thinking big for action and seeing ideas come to fruition. Supporting career progression through in house learning, observation, collaborative sessions, case discussions, external learning opportunities and regular in house PD opportunities.

Employees are treated like people, not numbers. We have a genuine care for our staff.

Employees are whole people, with families, hobbies, and lives outside of work. We value each member of the team, take time to learn about them and show a genuine care for their wellbeing and development.



Flying Start Values



Earn Trust

We listen attentively, speak candidly and treat others respectfully. We benchmark ourselves against the best and strive to build and maintain trust with our clients, families and colleagues in a safe and supportive environment.



Learn and Be Curious

We insist on the best practice to the highest standard and always learning new and better ways to provide therapy and services. Learning from and teaching each other in an effort to share tribal knowledge. We are curious to learn about new possibilities and act to explore them. Power is gained by knowledge, not hoarding it. We are always striving to improve ourselves and our team and are never done learning.



Deliver Results

We are goal focused. We work hard to achieve our own personal and professional goals as well as supporting our clients and their families to achieve best outcomes. We strive to reach our own and our clients potential in a timely manner. We rise to the occasion and never settle.








Think Big for Action

Thinking small is a self-fulfilling prophecy. We create and communicate a bold direction that inspires results. We think differently and creatively in order to best serve our participants and their families. We are proactive in our therapy and work environment.

5 Traits of a Flying Start Employee

We want people who possess a good HEART. We recruit and reward people based on these values.

	Humble: self aware and respectful
	Empathetic: Someone who goes beyond their own perspective but who acts with compassion and respect for the clients, families, caregivers and other professionals and educators we support.
	Accountable: Someone who takes ownership of their actions and commitments to both team, clients and learning. Someone with a drive to deliver results. We want people who are innately curious and constantly changing.
	Reliable and remarkable: someone who is reliable and considerate of other's thoughts and feelings; remarkably resourceful, remarkably effective.
	Transparent: open and honest with others and themselves

The Perks of Working with Flying Start

Whilst we said we value amazing people, we still wanted to share the amazing perks for those who work at Flying Start Children's Therapy.

Rather than a sole focus on salary and benefits, we want to create a culture focusing on growth, connection, opportunity, purpose, and employee needs.

Generous Benefits Package

- **Maternity Leave/Parental leave:** Receive 1 week of parental leave for every year of employment, up to 6 years (pro rata) for a birth or adoptive primary caregiver, and 2 weeks parental leave for the non birth parent.
- **Anniversary leave:** Earn 1 additional day of bonus leave for every year of service maximum 5 days (Pro rata).
- **Flexible Work Opportunities (your day your way):** Enjoy flexible working hours and the option to work both in our clinic and from home.
- **6 Weeks Unpaid Leave:** After 3 years of employment, take up to 6 weeks of unpaid leave to recharge and pursue personal interests.
- **Monthly RDOs:** Take advantage of monthly rostered days off to maintain a healthy work-life balance for therapists only (when exceeding minimum billable target).
- **Mental health support:** We invest in and prioritize the mental health and well-being of our team members by providing resources, space and support through their entire well-being journey. We provide all team members and members of their household with free, confidential, 24/7 access to trained clinicians through our employee assistance program.
- **Focus on wellness:** We support extra-curricular activities and an active lifestyle to help you prioritise your wellbeing and mental health.

Lifestyle and Location

- **Coastal Living:** Work in a stunning coastal town with access to some of Australia's most famous beaches.
- **New Modern Clinic:** Enjoy our state-of-the-art facilities designed to enhance your working experience.
- **Great Location:** Relish working in a vibrant and accessible location in a dynamic medical centre.



Professional Growth and Development

- **In-House Collaboration:** Benefit from regular collaboration and learning opportunities with a supportive team.
- **Professional Development (PD) Bonus:** We invest in your growth with financial support for further education and training.
- **Growth Plans:** We are committed to helping you become the clinician and leader you aspire to be.
- **Empowering Environment:** Be empowered to take charge of your career with our supportive and inclusive culture.



Incentives and Rewards

- **Bonus Incentive Scheme:** Increase your earnings based on your invoicing performance.
- **Above Award Salary:** Receive a competitive salary above industry standards.
- **Termly Team Fun and Events:** Participate in regular team-building activities and events.
- **Unlimited Snacks:** Enjoy unlimited access to food and snacks in our clinic.
- **Employee Assistance Program (EAP):** Access support and resources to maintain your well-being.
- **Referral bonus:** When you refer a staff member to us who completes at least 6 months of employment with use (\$1000 for Therapist, \$500 Client Services Team)



Work With Us!

Whether you're just embarking on your career path, have years of experience in your field or are starting a whole new chapter, our belief stays the same: work somewhere where you can care, grow and make a difference together as a team.

To think different we need to be different. We cannot all be the same. We hire to raise the bar – it is best to bring people in who challenge us to think big for action, encourage us to be curious, deliver results and ultimately be better.

- We support career progression and leadership. We invest in our team by giving them opportunities to grow professionally and to follow their areas of interest.
- We offer generous PD and staff training opportunity. Our staff regularly attend learning opportunities through many modes including supervision, mentoring, in house training, collective training and external training opportunities.

- We offer a graduate program where we support allied health professionals in a warm and supportive environment as they enter the workforce, ensuring they are well supervised, have ample time to learn and develop their skills and consolidate their learning as well as build up a caseload over time to best support the graduate in the workplace.



Ready to make a difference?

Join Flying Start Children's Therapy and embark on a rewarding career journey with us! Don't just work somewhere, work somewhere you LOVE!

Please get in touch if you want to know more about our team through email enquiries@fsct.com.au or via phoning to chat to Tess Feery or Brooke McKay (Directors) on 5264 7430.

www.flyingstartchildrenstherapy.com.au