

S.M.A.R.T_{spot}

EDUCATION & THERAPY SERVICES

Employee

PROSPECTUS



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Our Team

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Director

JOSETTE GODDE

Director & Speech Pathologist



Client Services

TAHNEE GODDE

Client Services Manager



**TENILLE
GLADSTONE**

Receptionist



TEAGAN RITCHIE

Executive Assistant



Speech Pathologists

MARY ALFRED

Senior Speech Pathologist & Team Leader



KRISTYN HIBBERSON

Senior Speech Pathologist

JESSICA HERRON

Speech Pathologist



RACHAEL JENKINSON

Speech Pathologist

AIMEE GREIG

Speech Pathologist



Allied Health Assistants

SHANTAYA MCLEAN

4th year Speech Pathology Student




BIANCA ZILIOOTTO


3rd year Speech Pathology Student



Hear it from the team





"The environment is so warm, calming and supportive and I really really love working here. They take pride in having happy and knowledgeable staff with team wellness days, fortnightly professional development covering topics that we as a team have identified as wanting to learn more about.




"One thing I love is how serious work-life balance is taken to prevent burnout which I think a lot of speech pathologists experience.

"I wanted to expand my knowledge and skills in other areas of practice and I have been able to do that. Everyone has been so supportive and welcoming and I have never experienced that in a workplace before."



"Supportive, friendly and calm environment. Everyone is really valued at SMART Spot. Our team are provided the opportunity to follow their interests and passion."

"I received fortnightly group supervision and I always leave with confidence and a clear plan and I have found it so beneficial."



About us

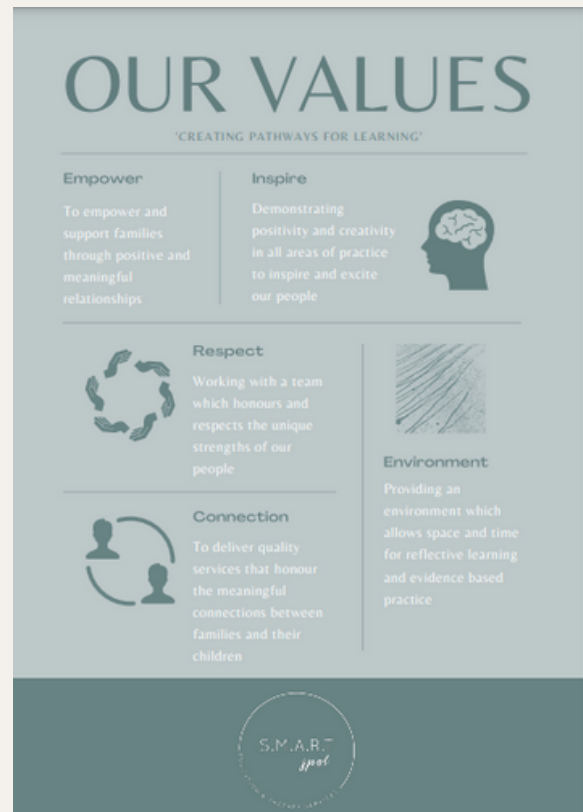
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Our practice thrives on establishing strong partnerships with families to deliver interventions that truly make a difference for the children we work with.

At SMART Spot, our services are underpinned by a profound commitment to innovation, evidence-based therapeutic approaches, and thinking beyond traditional boundaries.

We consistently channel our efforts toward helping clients achieve their goals in ways that are not only effective but also inspiring.

What truly distinguishes us is our willingness to think creatively and explore unconventional avenues for progress.



We take on new challenges fearlessly and develop innovative solutions that align with our clients' aspirations. Witnessing the positive changes our interventions bring about, which empower individuals to communicate, connect, and thrive, brings us immense satisfaction.

Collaboration is the cornerstone of our work, as we believe that the most brilliant ideas emerge from diverse perspectives. We foster open and honest communication, attentive listening, and constructive feedback to create a safe space where every voice is not only heard but valued.

Our Culture & Values

Our values are at the core of everything we do – they define not just our work, but who we are as a team.

Our quarterly team surveys consistently yield an impressive 4.4/5 score, reflecting our team's high level of engagement and satisfaction. This score serves as a comprehensive measure of our commitment to our roles and assesses team satisfaction, growth opportunities, collaboration, connectedness, effectiveness of internal training, and leadership support.

We strongly believe in empowering our team members with the autonomy to make decisions and take ownership of their work, fostering a sense of accomplishment and driving a proactive, results oriented approach.

Beyond the workplace, we prioritise building meaningful connections that transcend job titles. By nurturing friendships, we enhance communication, establish a strong support network, and enjoy social events throughout the year, fostering a 'team' mentality that naturally promotes collaboration.

Wellbeing is of utmost importance to us, as happy and healthy team members leads to a successful team. We champion a flexible work environment, prioritise initiatives that support your wellbeing, and promote a healthy work-life balance. Here, you're not just an employee; you're a highly valued individual with a life outside of work, and we wholeheartedly respect and support your personal commitments.



What do we do?

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Our core mission is to have a positive impact on our community. Josette, our Director, works diligently to ensure a high standard of service within our therapy team. This is achieved by carefully selecting team members with specialised skills across various areas.

Our beautiful clinic serves as an operational hub where our team gathers, interacts, and starts and finishes their workdays. Our outreach goes beyond the clinic however, encompassing visits to local schools, kindergartens and homes to provide comprehensive services to our community.

Our team is comprised of amazing Speech Pathologists, Early Educators, Allied Health Assistants, and our dedicated Client Services team. Our collective expertise fuels our success, and our mutual support ensures SMART Spot consistently delivers exceptional service to each client we serve.

It is our team that makes our community centered mission thrive. We come together to ensure our skills are sharp, our enthusiasm is high, and our careers are on an exciting development pathway.



Employee Benefits

Supervision plays a pivotal role in nurturing professional journeys and upholding the high standard of clinical excellence that defines our clinic within the community. Our culture thrives on innovation and adaptability.

Our commitment to excellence includes a dedicated clinical excellence allocation. Our internal clinical excellence learning program is highly regarded for its continuous growth and development opportunities for our speech pathology team.

Staying at the forefront of innovative practices is a point of pride for us. Through weekly sessions, our dedicated professionals explore new approaches and methodologies to deliver optimal outcomes for our clients.

We are deeply committed to our clinician's ongoing growth journey, viewing it as an investment in both their personal development and our collective progress. With a dedicated budget for professional development, our doors are always open to training sessions, engaging workshops, conferences, and mentorship programs aimed at equipping you with cutting-edge skills and knowledge that will propel you forward.



Benefits

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At Smart Spot, we value our team as the driving force behind our achievements. Our commitment to your growth and development is reflected in a comprehensive range of benefits that empower you both personally and professionally.



Collaborative Hub

Our physical hub goes beyond being a mere workspace. It is a stunning hub of collaboration and friendship, where cross-disciplinary connections thrive. This isn't just about professional growth – it's about expanding your horizons.



Structured Career Progression

Your journey with us is supported by a clear career progression framework. It's about growth that's defined, achievable, and recognise.



Passion Driven Projects

We encourage you to explore projects that ignite your passion and curiosity. Aimee recently started a school readiness program at SMART Spot. Rach recently created a parent course 'Connect, Play, Communicate' and Tenille is organising a parent/carer event on 'burnout'.



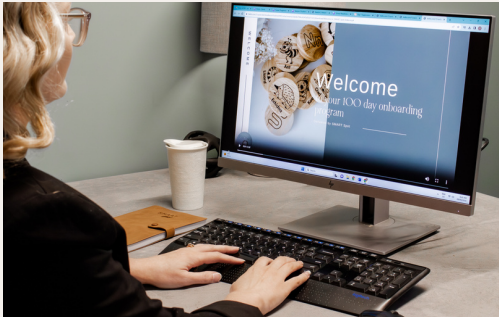
Intentional Professional Development

Our approach to your growth is grounded in practicality. Engage in regular mentoring and supervision sessions that refine your expertise. Join insightful clinical excellence sessions led by our senior clinician weekly, who is passionate about research-driven insights. Our individualised learning plans ensure your growth is tailored to your unique journey.

Benefits

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Onboarding with a difference.



100 Day Onboarding Curriculum

Over the course of 100 days, our new team members receive a comprehensive education about our company, its culture, values, and mission. They gain an in-depth understanding of their role and responsibilities, as well as how their contributions fit into our larger objectives.



Character Strength Assessment

During onboarding, we profile our new team members' character strengths formally, and work with them to shape their roles in a way that aligns with their unique strengths.



Values Led

During the first 100 days, we explore new team members personal values and how they align with our business. We believe that true happiness at work comes from living in harmony with your values, so we shape your role accordingly.



Mentorship and Support

We assign each new team member a dedicated mentor who provides guidance, answers questions, and helps them navigate their early days in the organisation. This mentorship fosters a sense of belonging and helps new team members feel supported.

So, welcome to Smart Spot, where you're not just joining a company, but embarking on a journey of growth, support, and fulfillment.

We're thrilled to have you as part of our family, and we can't wait to witness your unique contributions.

Ready to take the next step toward a transformative journey?

Book a confidential call with our Director, Josette today. Call 60810547 to book.

Let's explore how we can align your aspirations with our opportunities.

