

GRAD TO GREAT

Accelerated development program for Graduate Podiatrists



ARE YOU THE AMAZING PODIATRIST WE ARE LOOKING FOR?

We are looking for passionate new graduate podiatrists to join our fun and energetic team. If you are a driven individual who strives to grow as a health professional and provide the best possible care and experience to your clients then you would be a great fit for our team. We are particularly keen to welcome those with unique interests, qualifications and experiences to diversify our team whilst showcasing your talents. We are looking for a podiatrist who strives to uphold our key values and core purpose - "to keep you moving".

**NOW HIRING
PASSIONATE
NEW GRADS
FOR '25/'26**



YOU WOULD BE A GREAT FIT FOR OUR TEAM IF YOU...

1. Go Above and Beyond

- Make an impact and be memorable
- Exceed client expectations
- Work for your clients and not for yourself
- Thrive on feedback and act of feedback

2. Deliver your best

- Be accountable
- Are a trusted team player. Strive to be your collective best
- Keep goals simple and achievable
- You step up and own it

3. Work together. Grow together

- You are not afraid to seek knowledge or innovate
- You think differently and outside the square
- Collaboration is the key
- Team delivery

4. Seek to understand

- You see it from their perspective and put yourself into their shoes
- Empathy is the key to success
- Active listener
- You strive to understand

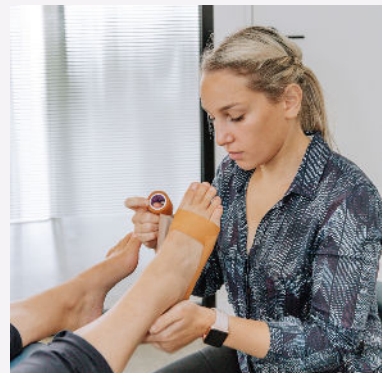
THE FOOT CENTRE GROUP GRAD TO GREAT PROGRAM

The Foot Centre Group Grad to Great program is a targeted program designed to drive graduate podiatrists to become holistically competent and confident practitioners. At Foot Centre Group we put our clients first and with our Grad to Great program you will be supported to ensure you have all the facilities, resources and knowledge to provide the best outcomes for your clients. Throughout the Grad to Great program you will be exposed to a broad caseload inclusive of musculoskeletal rehabilitation, general podiatric care, wound management, diabetes assessment, orthotic therapy and more! Our introductory period ensures a smooth start to your career - inclusive of a road map of your first 100 days and weekly 1:1 mentoring sessions to ensure all your questions are answered. These sessions give you an opportunity to discuss cases and form tailored management plans for your clients, refine your hands-on skills, touch base over any bumps in the road and celebrate all of your wins! There is no set time-frame on the Grad to Great program or expected progression as we understand that everyone grows at different speeds. Your graduate program will be specifically tailored to you to ensure you meet your goals and hone your skills to skyrocket your confidence as a practitioner. Ultimately, the Grad to Great program is designed to give you the best possible foundation to your career in terms of experience, knowledge, opportunities and lifestyle. We aim to work with your career goals to spark longevity and passion for your career from day 1.



**WORK
TOGETHER**

**GROW
TOGETHER**



WHAT DOES THE GRAD TO GREAT PROGRAM LOOK LIKE?

0 to 100

- Our 100 day introductory program
- Your first 100 days as a podiatrist are mapped out for you to ensure you feel comfortable with the ins and outs of FCG

Extended consult times

- You will begin with 45 minute initial and review consults until you feel confident and ready to have shortened appointment times

1:1 Weekly Mentoring

- Weekly 1 hour mentoring sessions with your dedicated Senior Podiatrist
- The perfect opportunity to touch base and grow as a practitioner

Policies and Procedures

- 1:1 sessions with our Head of Experience & Clinical Lead
- Master all procedures, policies and communication expectations

Orthotic Tutorials

- Fortnightly 90 minute orthotic tutorials with senior clinician Yasemin
- Master the art of orthotic prescription, modification and recovering

Strength and Conditioning Tutorials

- Tutorials with our Certified Sports & musculoskeletal podiatrist, Jarrad Matheson

Scheduled Professional Development

- Team based professional development with guest speakers from a range of professions and specialties

Tom, Podiatrist

I joined the Foot Centre Group in September of 2020 and have loved it from the very beginning. The culture and team environment here make it the ideal workplace, everyone is super friendly and work really well as a team. The first thing that really jumped out to me was the way other team members would immediately stop what they were doing to answer questions or aid me in tasks regardless of how busy they were. You even have mentoring time allocated every week to meet with your mentor and go through whatever you want. You truly feel everyone has your back and wants to see you succeed which gives you the confidence that you can do anything.

Jess, Podiatrist

Starting up at Foot Centre Group is like being welcomed into a big family. Everyone is unique, carries a special skill set and has the perfect mix of personalities. We function well individually, but even better as a unit; this comes down to the graduate program that we all transition through. Having thorough processes that you are guided through during your first 100 days in clinic are an excellent foundation that just continues to be built upon. Weekly mentoring assists in providing a deeper understanding of learning, discussion of clinical situations and navigating your way to becoming a professional practitioner. I am so happy in the way my career has kicked off!

Sarah, Podiatrist

I started working for Foot Centre Group in February of 2020 and I can say with pride that I look forward to coming to work every single day. The level of support we have from our Podiatry team is like no other, our colleagues are always open to questions and queries. Our reception staff are efficient and always greet our clients with beaming kindness and care. Throughout my entire Foot Centre Group employment I have received weekly mentoring, which includes thorough goal setting, client/case discussions and constant support and feedback to encourage my professional and personal development. If you get an opportunity to work for Foot Centre Group, count your lucky stars.

OUR BENEFITS

Each of our clinics is fully equipped with:

- Strength & Conditioning spaces
- Orthotic lab
- Shockwave therapy machines
- Footwork 3D scanners
- Gait analysis software and treadmills

We also are beyond proud of our:

- Team based culture
- Fabulous on-the-ball A team (Admin/receptionist team)
- Stellar rapport and reputation with our clients
- Ongoing involvement to support the local community
- Education fund for professional development

CAREER PROGRESSION

Work Diversity

We expect our Podiatrists to become amazing Podiatrists and also well rounded people who know and understand the intimate running of a Podiatry business. As such, we involve and educate on all aspects of our business.

- **Creating amazing experiences for clients**
 - We love creating wow for our clients and it is definitely our core business
- **Business growth / strategy**
 - involved in the decisions that decide the direction of the business
- **Marketing**
 - Written and video content for website, insta, facebook
 - Referrer nurturing (allied health partners, running coaches, GPs etc)
 - Presentations to other health professionals and groups etc.
- **Mentoring & collaboration**
 - We have a team based approach and love to be open minded to learning!
 - We love the quote: Instead of thinking “I already know this”, rather we think “how good am I at this?”
- **Supplier interaction**
 - Footwear companies
 - Orthotic device companies
 - Medical suppliers

Your Future

The ability to progress in a way that is enjoyable, supportive and rewarding. We see the initial years as a Podiatrist as years that are crucial to providing a base of knowledge through education, experience, pushing the boundaries and enjoyment. We also see this period as an opportunity for you to prove to yourself and the FCG team, your commitment to the vision, mission and values.

Podiatry Pathway:

- 1-3 months: Education period
- Year 1: Podiatrist
- Years 2-3-4: Associate Podiatrist
- Years 4-5-6 & beyond: Senior Podiatrist
- Year 5-6-7 & beyond: Ownership opportunities as part of FCG team

Pathway options:

We are passionate about creating pathways for our Podiatrists. Some of these can pathways can include

- Ownership
- Travel
- Further study
- Mentoring
- High income
- Sport or other that our team members are passionate about

We value awesome team members, ultimately your progression is a reflection of your passion, dedication and vision! You will get out what you put in!

REMUNERATION

Our remuneration structure is progressive and provides our team with certainty and education around their professional position as a Podiatrist. We believe our team should be rewarded for ongoing education, loyalty and commitment to the Foot Centre Group team.

We have a Podiatry salary and an employee agreement that will allow you to begin your role with stability and certainty. As part of our remuneration package we also provide \$500 education fund – dollar for dollar with our Podiatrists.

We are passionate about providing opportunities for our team members to progress into a business of their own as part of the Foot Centre Group team. Utilising the mutual benefit of the structures, systems, team support and network, and efficiencies of scale that a group can benefit from.



**JOIN OUR
GROWING TEAM
TODAY!**



HOW TO APPLY

Please send your Cover letter and Resume to our director Tess Beddome at tess@footcentregroup.com.au

Or reach out via our website <https://www.footcentregroup.com.au/join-our-team/>

