

BUZZ

Speech Pathology Pty Ltd

**Why choose
Buzz?
Read on...**



Join us

HELLO FROM BUZZ SPEECH PATHOLOGY!

At Buzz we are passionate about helping children of all ages to communicate, learn and socialise. We see the impact on children and families when children have difficulty communicating needs, wants, thoughts, ideas, feelings and all the other verbal and non-verbal communication skills we often take for granted. We love to see children and young people happier and more confident when their communication skills begin improving with our help.





ABOUT US

Buzz started in 2010 to help fill a huge need for speech pathology services in Canberra. Initially, Larissa Hollier started as a sole service provider. The waiting list grew quickly and soon help was needed to meet the demand for services. Fast forward twelve years and we have a wonderful clinic in North Canberra, a team of five clinicians and a receptionist. **We provide families with a personalised, friendly and caring family-centered service.**

We see a broad range of clients, including children with disabilities, developmental language delay, language impairment, articulation and phonological disorders, literacy difficulties, feeding difficulties, stuttering and difficulties with social skills. Our experienced and early career Clinician's enjoy the wide range of clients. **The variety sparks their clinical interests and they know they are supported** in meeting the client's needs.

As our team build's we continue to provide quality care to our clients, which stems from supporting our clinicians every step of the way. What makes our team special is the wonderful people within it, ranging from those at the very beginning of their career to more established speech pathologists. **We value enthusiasm, empathy, honesty and initiative.**



ABOUT LARISSA

Hello! I'm Larissa, founder and director of Buzz Speech Pathology. I am a qualified speech pathologist. It is a great privilege to be in a position to have helped so many children and families and to be part of our **wonderful team here at Buzz.**

Nothing makes me happier than when a child's life is changed for the better because they start achieving their therapy goals. This feeling is shared by our team and this is the driving force behind what we do, whether it's the clinician working directly with the client or admin support helping to make it all happen!

Together with the Team, our future focus is to keep upskilling ourselves. It's important to our current and future team that Buzz continues to be an amazing place to work, with highly skilled clinicians who can see a diverse mix of clients.

We may grow a little, but always want to **keep that friendly and caring "small practice" feeling.** It is this "small practice" feeling that the team values and enjoys so much about Buzz. It means we can **celebrate uniqueness within our team and value the sparkle each team member brings.**



MEET THE TEAM!

The best things about working for Buzz are the client/family focus and being able to work half or full days at schools has allowed me to build relationships with staff which makes a huge difference for ourselves and our clients. Also, clinic is great and I love the location.

I enjoy the great team I work with. I love the office location. I value the flexibility for being able to manage work/life balance and most of all I highly value and appreciate the trust and open communication with my wonderful boss!



Buzz Speech Pathology has been the perfect place to start my career in speech pathology. I am surrounded by the best examples of professional practice in my colleagues, I'm receiving above award rates and I am continually supported while I find my feet in the profession. Regular check ins, weekly mentoring, team meetings and PD opportunities are exposing me to practice areas outside my own caseload and allowing me to benefit from the shared experiences of my peers.

YOUR FUTURE TEAM MATES



Can you see yourself in this photo?

Your future team mates are friendly, caring and enthusiastic. We enjoy chats in between sessions, peer-to-peer mentoring, sharing experiences, supporting one another and celebrating each other's successes. We look forward to welcoming you to our friendly and supportive team.





OUR COMMITMENT TO YOUR CAREER DEVELOPMENT

When you first join the team, together we will develop a Career Development Plan. This will put us on a path to helping you achieve your goals. Your career development plan and regular appraisals are central to keeping your goals front of mind and **ensuring we work together to progress your learning and career development.**

Being a small private practice, we can be flexible and grow with you to create the opportunities you are looking for. If you want to specialise within the field, we will support you and seek out the clients you are passionate about working with.

We provide structured supervision to suit your needs. If you are an experienced speech pathologist, you may like to have supervision sessions monthly or on an as-needs basis. If you are a new graduate, you may feel more supported with weekly or twice-weekly supervision meetings. We want our staff to feel confident in their clinical skills, so will **provide the right amount of support for you.**

We encourage you to develop your own projects around your interests; create webinars for teachers or parents about your area of passion, run question and answer sessions for clients, develop and run group programs, create resources, **anything is possible!**

We look forward to being part of your journey. **How can we help you?**





WORK ENVIRONMENT

Are you ready for a change of scenery? We love being based in **stunning Canberra**. We are close to the snow, an easy drive to the coast or up to Sydney. There are endless options for bushwalks and places to enjoy nature. We also enjoy a surprising variety of restaurants, cafes, bars and events all year round.

Our clinic is located in a beautiful, quiet spot, fronting Yerrabi Ponds in Gungahlin, providing a grassed picnic area out the front and a lovely place to take a walk in your lunchbreak. Our professional team **love the location**, the easy commute and free parking just out the front.

We partner with schools around Canberra to provide children with services at school. This allows us to work closely with the child's support team and see first-hand how we can support a child in their learning environment. If you like to get out during your work day, visiting schools keeps things interesting and fresh. If driving around is not your thing, we can book your appointments in our clinic.

Some of our clients prefer telehealth sessions and if that works for them, we are happy to provide sessions over this platform, meaning you **can work from home!** There is also the option to work from home when writing reports or spending time on professional development.

We value our team and their happiness. We offer flexible start and finish times and days. Just talk to us about what you need. **How will flexible work arrangements support your lifestyle?**



COMMITMENT TO PROVISION OF EVIDENCE-BASED PRACTICES

We are a group of **lifetime learners**. To ensure our clients receive high quality service, we need to be reading, discussing and applying our knowledge.

In addition to your structured supervision, we have regular peer-to-peer mentoring sessions, which gives us time to come together to share challenges, experiences and clinical knowledge, so **you can fully benefit from being part of an awesome team of Speechies**.

Another opportunity for the team to come together is at our fortnightly team meetings. Here, we discuss business matters, looking to continually improve our processes and make sure everyone in the team is happy with how things are going. We also share resources we've discovered and case presentations.

We know that you will need different support at different stages of your career. We have a generous amount of support available and **clinical guidance is just a question away!**

We have an annual budget of \$1500 for external PD courses and provide 4 days paid leave for professional development for full-time employees. These benefits are provided pro-rata for part-time employees.

We aim to provide as much flexibility as possible, encouraging you to seek out professional development opportunities in line with your areas of interest and career development plan.

What do you want from your career in Speech Pathology?





WHY ELSE SHOULD I JOIN BUZZ?

Financial Rewards

We pay our team 25% above the award. We also offer a relocation budget if moving from interstate, a starting bonus after successful completion of your probation period and loyalty bonus after 12 months with us, plus pay increases every 12 months.

We have achievable expectations for billable hours and allow more time than most Private Practices for professional and personal development and team contribution.

Team supports

We have administration support in our clinic every day. Our lovely Receptionist will welcome your clients when they arrive, book appointments for your clients, take care of the payments and invoices, answer any admin-related questions and lend you a hand whenever it's needed.

We will provide you with a 3 month on-boarding plan to ensure you are settling in and everything is going smoothly. We'll have a three-month appraisal, regular check-ins and bi-annual appraisals to ensure you are happy and your career is heading in the direction you wish.

We use an external HR provider to ensure that we looking after our team and meeting our responsibilities as an employer.

We have an awesome team of wonderful people and we get together at least once a term for a social dinner.

We have a friendly, caring and stress-free vibe in our workplace. We are committed to supporting and valuing our team. Our willingness to work flexibility ensures we are committed to helping you balance work, family, friends and fun.

We can't wait to hear from you! You've got nothing to lose, so phone me confidential chat or email me to discover what the Buzz is about.

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