



Shape your future with our New Graduate Program!

Allied Health New Graduate Program Guide

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Marathon Health pays respect to the traditional custodians of the land we stand upon.

This seal represents our commitment to working with our communities for a better future for all.

New Graduate Program

Joining our Marathon Health New Graduate Program is your first step to a rewarding career – because we believe that the organisation you start your graduate journey with is crucial in determining your professional growth and future.

That's why we have designed this comprehensive program, ensuring you have the support, knowledge and clinical experience needed to excel in your chosen field.

Within this program, you'll be part of a multidisciplinary team – learning from experienced clinicians and leaders in their profession. You'll also receive on-the-job clinical training and guidance, giving you the confidence and tools to learn, grow and step into your career.

Graduate pathways are available in:



Occupational
therapy



Speech Pathology



Psychology



Social Work





Who we are

We're a not-for-profit, registered charity with a vision of enabling country communities to thrive through improved health and wellbeing. We're passionate advocates for equal access to quality health services for people wherever they choose to live.

We're one of the largest providers of headspace services in Australia and the largest non-government employer of allied health professionals in regional NSW.

Our aim is to support country Australians to access the healthcare they need, closer to home. We do this by listening to community need, investing in our team, building pathways for a sustainable regional health workforce, and partnering with organisations that share our values.

From our hubs in Albury, Bathurst, Dubbo, Orange, Queanbeyan and Wagga, we provide services that are client-centric, culturally safe and inclusive. This means the people we work with have choice and control over the decisions that affect them – ensuring their voice is heard and respected.

Our services

Our services cover all ages and span:

- Mental health (including headspace)
- Aboriginal and Torres Strait Islander health, emotional and social wellbeing
- Allied health such as occupational therapy, speech pathology, dietetics and diabetes education
- NDIS planning, allied health, positive behaviour support and after hours crisis services
- Early-intervention, prevention and screening services
- Specialist care coordination and case management
- Supporting people to understand and navigate the health and aged care system
- Supporting people experiencing homelessness
- Training, education and upskilling opportunities for people who want to understand mental health
- Peer work programs that promote a lived-experience approach to care
- Research programs

Our team

Our staff represent some of the best in their field and pride themselves on making a difference in people’s lives. They understand what country Australians need, because they live and work regionally too.

We foster an environment of continuous education/upskilling and exploring staff passion projects, to ensure our team can meet the needs of the communities we work in – everything we do is underpinned by our values:

Our ICARE values



Integrity and Trust

Be real



Collaboration and Innovation

Make connections



Achievement and Excellence

Be proud



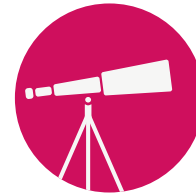
Respect and Empowerment

Demonstrate equality



Empathy and Understanding

Open compassion



Our vision

Enabling communities to thrive through improved health and wellbeing



Our mission

To develop and deliver quality health and wellbeing services together with our communities

New Graduate Program overview

The program is slightly different depending on your area of study, to ensure what you're learning is relevant and built on a practical and supportive approach to your chosen field.

NDIS new graduates (speech pathologists and occupational therapists)

This program focuses on three key areas that aim to boost your confidence and develop essential skills during the first few months in your role.

Creating a successful work life

- Self-care and accessing available supports
- Time management and budgeting
- Understanding the NDIS
- Multidisciplinary practice at Marathon Health
- Learning from past new graduates
- How to get the most out of supervision

Supporting participants

- Person-centred practice
- Having initial conversations
- Understanding consent
- Goal setting and outcome measures
- Motivational interviewing
- Understanding intellectual disability and communication

Supporting our work (policies, models and clinical tools)

- Home visits, de-escalation and mandatory reporting
- Introduction to Talking Mats
- Introduction to Key Word Sign
- Models of service delivery





5+1 Provisional psychologists internships

If you're a Provisional Psychology Intern, you'll have the opportunity to work in one of our mental health programs – like Strong Minds Western or the youth-centred headspace service.

We'll support you to meet your mandatory requirements and pass your registration exam, and offer:

- An intensive orientation and training program
- The chance to shadow experienced psychologists
- Intervention training, such as Cognitive Behaviour Therapy
- Access to Board-approved primary and secondary supervision
- Support to meet core competency requirements and pass your registration exam
- The Core Connect program – fortnightly workshops that connect you to a professional support network
- Intake and assessments training

Social work graduates

As a Social Work graduate, you're supported to work in a diverse range of programs including mental health programs like Strong Minds and headspace, psychosocial support programs like the Commonwealth Psychosocial Support Program, intensive family therapy programs like MST-CAN and various allied health programs.

The practice experience of social workers across Marathon Health is immense, which means as part of this program you'll have invaluable opportunities to:

- Enhance your practice frameworks
- Apply theoretical frameworks to practice
- Foster critical reflection frameworks to practice
- Navigate ethical dilemmas in practice
- Build a professional network with AASW members across Marathon Health

Monthly supervision

Our monthly group supervision workshops will further help you develop your skills and knowledge, while providing a forum for you to collaboratively build and share diverse practice experience.

We also provide support and supervision for graduates who are interested in the Mental Health Social Work accreditation through the AASW.

Clinical supervision and support

Ongoing support to develop your clinical and interpersonal skills are essential to your professional growth – and as each of us are unique, the way it's delivered needs to be tailored to your needs.

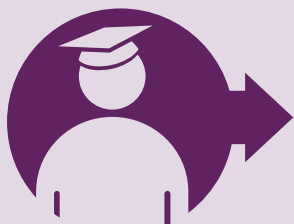
Which is why we provide individualised clinical and organisational support covering:

- Individual clinical supervisor for support and development
- Organisational supervision to assist with caseload and career development
- Support to gain specialised practice and accreditation
- Access to peer support and group supervision
- Regular clinical review meetings and support from senior clinicians and external providers



The graduate journey with us

You are at the centre of our New Graduate Program, designed to support your growth beyond the graduate year. Here's an overview of your journey with us:



Learn and grow Graduate year

- Meet the team and get to know us
- Familiarise yourself with your role and responsibilities
- Connect with your clinical supervisor, develop a supervision agreement and development plan
- Start working with clients and receive weekly clinical and/or operational supervision
- Participate in regular clinical review meetings, team meetings and social events
- Access a \$1,500 professional development allowance and up to 5 days of study leave from your first day, PLUS a bonus \$500 professional development allowance on commencement
- Access an annual wellbeing allowance of up to \$500



Develop and master Second year

- Review your annual development plan
- Take ownership of your caseload and clients
- Receive monthly clinical and operational supervision
- Ongoing operational support
- Access a \$1,500 professional development allowance and up to 5 days of study leave annually
- Access an annual wellbeing allowance of up to \$500



Excel your career Where to from here?

- Mentorship and clinical supervisor opportunities
- Practice and Clinical Lead opportunities through our Clinical Leadership Program
- Management and Leadership opportunities through our Leadership Program
- Support to complete specialist training
- Involvement in monitoring, evaluation and research through our MECI Framework
- Opportunity for passion projects through our PitchFest funding

Our New Graduate Program Alumni

Hear from our graduates and learn how they have grown and developed their careers since joining Marathon Health.

Their experiences showcase the opportunities and support available to you.



“The scaffolding of the new grad program and the approach to the caseload was what was best for me. There is always something to do, without feeling overwhelmed or like things need to be achieved quickly.”

Lilly

Graduate Occupational Therapist

“We have so many different disciplines, but it’s not segregated. We have a really collaborative environment where you can approach anyone to ask them a question.”

Marley

Graduate Speech Pathologist



“The new graduate program allowed us to learn first-hand from people who have worked in the field for years.”

Lauren

Graduate Occupational Therapist

The benefits of working with us

We value our employees and offer a range of benefits to support their wellbeing and professional development, including:



- Salary packaging options (up to \$15,900 living expenses and \$2,650 meals/entertainment)
- Competitive starting salary with annual increases
- Up to \$2,000 relocation assistance for rural NSW moves (conditions apply)
- Receive tangible benefits and save money on everyday purchases through Marathon Health Employee Savings (MesH) program



- Flexible working arrangements
- Participate in the Annual Staff Satisfaction Survey
- Opportunity to make a genuine impact in health and wellbeing of rural communities
- Office culture aligned with our ICARE values



- Kick-start your learning with access to \$1,500 professional development allowance on commencement and annually thereafter, PLUS a bonus \$500 professional development allowance in your first year
- Access to online training with up to 85000 topics on our GO1 Training platform
- NSW RDN Rural Health Workforce Scholarship up to \$10,000 bursary for further studies (requires eligibility and application to RDN)
- Collaboration and learning within a multidisciplinary team



- Access to our free 24/7 Employee Assistance Program (EAP)
- Annual wellbeing allowance of up to \$500
- Regular clinical and operational supervision with senior experienced staff
- Additional team of Practice and Clinical Leads for support



- Up to 5 days of study leave annually
- Additional paid leave between Christmas and New Year
- 5 weeks (25 days) of annual leave accrued per year
- In addition to standard leave in accordance with the National Employment Standards, other types of leave available, include study and professional development, paid parental, cultural, and community service leave



- Use of Marathon Health fleet cars for client visits and travel needs
- Novated lease option for car and associated expenses from commencement (application process)
- Outreach opportunities to rural locations

Who we look for

We are looking for passionate and inspiring individuals committed to learning and making a positive impact on people's lives. Someone who values the vibe of their workplace and working in a mutually respectful team.

To be eligible for your program, you should have:

- Completed a relevant tertiary qualification
- A desire to offer quality services and improve the health and well-being of communities
- A growth mindset and willingness to seize opportunities for personal and professional development

You will be part of a team that's transforming the landscape of healthcare solutions. Take the next step and apply now to join us on this inspiring journey.

How to apply

To apply for our New Graduate Program, simply complete and submit our application form. We will review your application and contact you to arrange an interview. If you have any questions or would like to learn more about the program, please reach out to us via email at graduates@marathonhealth.com.au.



1. Shortlist suitable applicants



2. Interview with panel



3. Preferred candidate chosen



4. Referee checks



5. Offer of employment



6. Police and Working with Children checks



7. NDIS Worker check (where applicable)



8. Onboarding and induction

Top tips for success

We want to see you succeed, and we're here to support you throughout the application process.



Read our tips on writing a great job application and preparing for interviews – Get that job!





So, what are you waiting for?

At Marathon Health, we believe in building a strong country allied health workforce.

Our New Graduate Program plays a vital role in achieving this vision by nurturing passionate individuals, offering them opportunities to learn, grow, and make a positive impact in their chosen fields. We're excited to have you as part of the team, and to support your growth as a professional.



**Join our New Graduate Program
and Shape Your Future with
Marathon Health!**



ABN: 86 154 318 975

Marathon Health is a not-for-profit, registered charity delivering high quality health and wellbeing services to people wherever they choose to live.

1300 402 585

marathonhealth.com.au