



New Graduate Program

2025-2026

Build your career.
Find your purpose.
Grow with us.

START STRONG WITH DOWN SOUTH THERAPY

Where your career begins with support, structure and purpose.

At Down South Therapy, we know that your first year as a therapist can shape your entire career. That's why we've created a comprehensive and inspiring New Graduate Program (NGP) that helps you build the skills, confidence, and clinical knowledge to thrive in the real world.

You'll be part of a vibrant, supportive team of therapists working across disciplines, with access to regular training, one-on-one supervision, and hands-on experience from day one. Each week, you'll split your time between seeing clients in the community and attending structured learning sessions at our head office in Rockingham, or via teams if you are based at our South West office in Vasse.

Our goal is simple: to help you feel capable, connected and confident in your role—without the overwhelm. You'll have the space to grow, the tools to succeed, and the backing of a team who genuinely care.

If you're looking for more than just a job—if you're looking for a place to build your future—this is it.



**STRUCTURED
12-MONTH TRAINING
PROGRAM**



**WEEKLY SUPPORT
FROM SENIOR STAFF**



**BALANCED CLIENT
AND LEARNING DAYS**



**REAL-WORLD
EXPERIENCE FROM
DAY ONE**



**FORTNIGHTLY
PROFESSIONAL
DEVELOPMENT**



**MID- AND END-YEAR
REVIEWS TO TRACK
GROWTH**



**A COMMUNITY OF PASSIONATE,
FRIENDLY PROFESSIONALS**



"DST New Grad Program is very supportive and geared towards developing clinicians as professionals and helping them to become independent and competent clinicians."

BUILT ON PURPOSE. DRIVEN BY VALUES.

Join a team driven by our vision, mission and values.

OUR MISSION

To support individuals, families and the community by providing sustainable, person-centred, and relationship-focused services, delivered by a dedicated, collaborative, and empowered team committed to making meaningful, transformational impacts.

OUR VISION

To deliver accessible, innovative, high-quality, and inclusive therapy services, empowering every individual and family to thrive in their community.

WHY THIS MATTERS FOR YOU AS A NEW GRAD

Accessible & Inclusive:

You'll work within a model built on equity and respect—no “one-size-fits-all” attitudes here.

Innovative & High-Quality:

You'll learn cutting-edge techniques and best practices, keeping your skills future-focused.

Empowering:

You're given ownership from Day 1—empowerment isn't a buzzword, it's how we work.

OUR “SPIRITED” VALUES

We Live Our Values Every Day.

WE ARE:



SUSTAINABLE



**PERSON
CENTRED**



INCLUSIVE



**RELATIONSHIP
FOCUSED**



INNOVATIVE



**TEAMWORK
FOCUSED**



EMPOWERING



DEDICATED

SUPPORTED FROM DAY ONE. GUIDED EVERY STEP.

Our gradual learning structure sets you up for long-term success.

Starting your professional career should feel empowering, not overwhelming. At DST, our Target framework (LSE) is designed to gradually build your clinical confidence, caseload capacity, and independence—at a pace that prioritises quality, not pressure.

WHAT ARE LSEs?

LSEs (Long Session Equivalent) outline the equivalent service hours you'll be working with during each stage of the program. It ensures you have the time and headspace to learn, reflect, and deliver meaningful outcomes for the clients you support.

Timeframe	Daily LSE Target	Client Sessions/Fortnight
0–6 months	3.0 to 3.5	30 to 35
6–12 months	3.5 to 4.0	35 to 40
12+ months	4.0 to 4.5	40 to 45

By the end of your 12 months on the NGP, you'll need to achieve three consecutive fortnights with an LSE of 4.0 or higher alongside a performance appraisal and support to proceed to a level one therapist.

WEEKLY STRUCTURE

Term One	Term Two and Three	Term Four
Mon to Thur: Client appointments	Mon to Thur/alt Fri: Client appointments	Mon to Fri: Client appointments
Friday: NGP delivery, admin, research, supervision, and planning	Every second Friday: NGP delivery and supervision	Every second Friday: Discipline specific/ whole of staff meetings & supervision

YOUR FIRST YEAR AT A GLANCE.

A guided calendar of growth, reflection and achievement.

We've designed the NGP to move with you—starting with core practical skills and gradually progressing into specialised clinical training and independence.

Every step has been thoughtfully planned so you always know what's coming next, and what support is available to get you there.

PHASE ONE:

CORE PRACTICAL SKILLS

February – May

- Working in schools
- Introduction to Inclusive Practice
- Building Rapport with Families
- Using Augmentative and Alternative communication with individuals with complex communication needs
- ICF Model and Reporting Functional Outcomes
- Neurodiversity affirming practice
- De-escalation strategies and Behaviour Cycle
- Working with People at Risk of Mental Health Decline
- How to engage and work with clients with ADHD
- What is Pathological Demand Avoidance and strategies to help our clients with PDA.
- How to engage and work with clients with ASD
- NDIS Q+A

PHASE TWO:

Discipline-Specific Development

June – September

Phase two focuses on discipline-specific skills development, providing in-depth training tailored to your field of study. This phase ensures you gain specialised knowledge and proficiency to address unique challenges and practices within your discipline.

“All areas are beneficial and really support you to develop as a clinician”.



PHASE TWO: Speech Pathology

Discipline specific professional development

PHASE TWO: Discipline-Specific Development

June – September

- The ABCs of Literacy Intervention
- Developmental Language Disorder
- AAC trial process
- Early Intervention – Parent strategies, working with parents & establishing expectations
- Interventions for daycares/schools/working with teachers in EI settings, encouraging peer participation
- Mediated Learning, and cognitive skills and executive functioning skills in therapy
- Speech – achieving 100 trials in a session, Miccio, stimulability approach

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“It is absolutely amazing! There is nothing like it. You will be blown away by the support and you will be supported to be the best therapist that you can be. I 100% recommend.”

PHASE TWO: Occupational Therapy

Discipline specific professional development

PHASE TWO: Discipline-Specific Development

June – September

- Referral Processes, Discharging Clients, and SharePoint Resources
- Integrating Interoception
- Equipment and NDIS
- Play
- OT's Role in Mental Health Support
- Working Effectively with Teen and Adult Populations
- Functional Capacity Assessment (FCA) and Report Writing

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“It is awesome! We get so much support as well as education to increase our knowledge and confidence as therapists. As well as that I feel very supported in terms of time frame to expand my knowledge and client base”





PHASE TWO: Physiotherapy

Discipline specific professional development

PHASE TWO: Discipline-Specific Development

June – September

- Referral Processes, Discharging Clients, and SharePoint
- Resources
- Positive Behaviour Support and Mental Health First Aid
- Exercise Programs
- Paediatric Running and Developing Home Exercise Programs
- Cerebral Palsy and Developing Home Exercise Programs
- Hypermobility and Developing Home Exercise Programs

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“I felt like I did not have to be afraid to ask questions or come to anyone in the team with problems I was having. I found the training incredibly useful”

THERAPIST TRAINING, REINVENTED.

Dynamic, scenario-based learning to build your confidence and skillset.

Our New Graduate learning sessions are more than just presentations—they're hands-on, thought-provoking, and built around the real-world experiences you'll face in the disability sector.

Each module is carefully designed to deliver the right balance of knowledge, reflection, and skill-building in a format that's dynamic, inclusive, and practical from day one.



What to Expect in Every Session:



ENGAGING DELIVERY

Expect videos, visuals, and real client scenarios to help bring each topic to life.



INTERACTIVE LEARNING

You won't be lectured at—you'll be part of group discussions, problem-solving exercises, and scenario-based learning designed to build your clinical confidence.



PRACTICAL FOCUS

Topics are grounded in the everyday realities of disability support work—so you can walk away ready to apply what you've learned straight away.



SUPPORTIVE ENVIRONMENT

You'll learn alongside other grads in a safe, collaborative space with senior therapists guiding the way.

YOUR LEADERSHIP SUPPORT TEAM



Kellie Briggs
Chief
Operations Manager



Stacey Hope
Speech Pathology
Operations Manager



Renae Fennell
Occupational Therapy
Operations Manager



Jill Sinclair
Physiotherapy
Operations Manager



Ryan Heath
Human Resources
Manager

MEET OUR LEADERSHIP TEAM

Your Support Network Starts Here

At Down South Therapy, you'll never be just another face in a large organisation. Our leadership team is hands-on, values-led, and deeply invested in your personal and professional success.

Led by Founding Director Jodie Watts and Managing Director Erika Watts, our leadership team brings a wealth of clinical, operational, and people-focused experience to every decision. From strategic planning to day-to-day check-ins, they're here to ensure every graduate feels supported, seen, and set up for success.

Each discipline is guided by an Operations Manager who understands the unique challenges and opportunities of your field. Whether you need clinical input, mentorship, or a sounding board, there's always someone ready to help.



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The New Grad Program is extremely supportive and I don't feel pressure to be working outside of the scope of a new grad or working outside of hours. I feel lucky to be working in a company with so much value placed on professional development and extending learning about other areas of practice.”

ARE YOU READY FOR MORE?

More support. More value. More than just a job.

At Down South Therapy, we offer more than a great place to work—we offer a place to grow, thrive, and be truly valued.

From industry-leading professional development and generous salary packaging to team celebrations and meaningful recognition, we're committed to supporting you in every part of your journey.

1

Professional Development That Builds Confidence

Weekly Supervision & Mentoring

Stay on track with goal-oriented sessions tailored to your learning journey.

Internal Development Fund

Access \$2,000 annually for in-house workshops, training, and shared learning opportunities.

External PD Allowance

Utilise \$2,500 annually to attend conferences, courses or specialised training in your area of interest—wherever it takes you.

2

A Package That Goes Further

Vehicle Allowance

Enjoy a \$13,000 annual car allowance.

Tools to Succeed

A \$3,200 phone and company laptop package to help you hit the ground running.

Salary Packaging & Super

Benefit from up to \$10,000 in salary packaging perks per year, plus 12% super on top of your base salary.

100/80/100 work routines

Full time pay for part time hours while maintaining 100% output*.

3

Rewards That Matter

Monthly Social Events

Join us for team lunches, outings and fun moments to unwind and celebrate the wins.

Monthly SPIRITED Awards

Be recognised for living our values—each monthly winner receives a \$50 gift voucher and team-wide recognition.

Major Annual Awards

Winners of the Spirited Person of the Year receive all-expenses-paid professional development trips across Australia.

*Eligibility requirements apply



At Down South Therapy, connection is part of the job description. We believe that when people feel supported and connected, they do their best work—and have a lot more fun doing it. That's why we fill our calendar with events that bring our team together to laugh, learn, celebrate, and give back.

DST SOCIAL EVENTS:

Discipline-Specific Breakfasts

Hosted regularly by our team leaders to encourage connection, reflection, and support within your field.

Monthly All-Staff Team Building

Once a month, our whole team comes together for activities, learning, and good vibes—keeping our culture strong and connected.

Lawn Bowls Afternoon

A beloved DST tradition! Staff are split into teams, create silly team names, don their quirkiest socks, and battle it out on the green for ultimate bragging rights.

Mid-Year Celebration

Set against the backdrop of winter, we come together for a cosy afternoon celebration featuring delicious food, warm conversation, and plenty of laughs. The perfect chance to reflect and reconnect as a team.

IDPwD Family Fun Day

Our annual event celebrating International Day of People with Disability, hosted by DST for families, clients and the wider community.

End of Year Celebration

A memorable wrap-up to celebrate our collective achievements—with great food and great company.

GIVING BACK TOGETHER

At DST, our commitment to community goes well beyond the therapy room. We proudly support a range of charities, sporting clubs, and not-for-profits that reflect our values of inclusion, local impact, and team-driven generosity.

From lacing up for the HBF Run for a Reason and Walk for Autism, to growing moustaches and raising awareness with our DST Movember team, we're passionate about getting involved in causes that matter.

We back grassroots champions like Port Kennedy Soccer Club, Dunsborough FC, Warnbro Swans, and the Western Electric Sporting Association, and rally behind annual initiatives like Kmart's Wishing Tree Appeal.

We look forward to meeting you!

**Contact Chief Operations Manager
Kellie Briggs for more information:**

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**Visit our recruitment
portal**



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