

# New Graduate Programme



# SPECIALIST SPEECH, LANGUAGE AND LITERACY SUPPORT

*We help with...*

**SPEECH SOUND DIFFICULTIES  
LANGUAGE DELAY**

**STRUCTURED LITERACY SUPPORT**

**DEVELOPMENTAL DELAY**

**CONVERSATION + SOCIAL SKILLS**

**AUTISM SPECTRUM DISORDER**

**FLUENCY + STUTTERING**

**HEARING**

**VOICE DISORDERS**

**AUDITORY PROCESSING**

**UNDERSTANDING**



# CONGRATULATIONS!

Congratulations on completing your degree! You've done the hard work, and deserve to be rewarded with a workplace that prioritises modern-day employee expectations and best practice. We welcome newly qualified (or soon to qualify) speech-language therapists to apply to join our team.

## NEW GRADUATE PROGRAMME

Open now for 2024!

# ABOUT GIANT LEAPS SPEECH THERAPY

We provide specialist speech and language therapy for children, teenagers, and adults. We have 10 clinics across Otago and Canterbury and reach out to the rest of New Zealand via teletherapy when required. Our expert team of NZSTA Speech Therapists are dedicated to providing the highest standard of assessment, diagnosis and treatment of communication difficulties.

Our expertise covers a broad range of communication difficulties including speech, language, social skills, and literacy challenges. We are creating ripples of impact every day with our gold standard assessment and intervention services.. Join us!



# OUR SENIOR LEADERSHIP TEAM..

Our senior leadership team is made up of practising Speech-Language Therapists. Between us we have many years of industry expertise. This means that all business decisions are made by people who understand and truly value the work you are doing. Giant Leaps Speech Therapy is led by speech therapists inspiring others to long-term career happiness and satisfaction. Our executive team has achieved this and we wish this for you too!

*Contact us for a confidential chat anytime!*



# THE PERKS OF WORKING AT GIANT LEAPS

## Clear career and growth pathways

Enjoy the flexibility to structure your own schedule and select clients based on your skills and clinical interests. At Giant Leaps we work with both paediatric and adult clients with a full spectrum of needs. Your team leader and dedicated peer supervisor will be there to support you with any clinical questions, or how to manage a complex client interaction.

## Competitive salary and bonus scheme

Get started with a competitive new graduate salary, which is complemented by our salary review system and aligns with your development as a clinician. Bonuses are available to Speechies who exceed their clinical hours for the month. We believe in setting clear and achievable KPI's, and when they are surpassed you deserve to be rewarded for the hard work that you've done.

## In-depth Telehealth training

We are an industry leader in telehealth with many years experience in delivering telehealth (yes, even before COVID!). We have a HUGE amount of resources and knowledge that we will share with you, including completing assessment and therapy via telehealth and client engagement.

## Mixed Caseloads

No matter what your preferred area of practice, we have clients to match. We cover a wide range of needs, including early Intervention, speech sound disorders, language & literacy, AAC, social communication, swallowing, voice and acquired communication disorders from head injury or stroke. Whatever your clinical interests, we will have clients to match - and develop you as a therapist.

## Dedicated 1:1 Supervision

You will have your very own supervisor, individually matched to your interests and areas of development. Your supervisor is there to answer all of those (seemingly) silly questions. They have been-there-done-that and are a great sounding board for you both personally and clinically..



# JOINING GIANT LEAPS AS A NEW-GRAD!

## Pre-employment setup -

You'll receive all the equipment and resources you need to get started. This includes access to unlimited clinical resources, toys, and games for your sessions. You will have a personalised meeting with one of our amazing senior leadership team prior to your first day. They they can assist you with getting set up on our unique Giant Leaps systems.

## The first day -

You will commence with you meeting the head of the new grad programme, your supervisor and the rest of the team! You will go through the basics and will be shown through your own bespoke onboarding system that clearly outlines the tasks required of you over the next month so you know exactly what to expect. (Don't worry, we won't bombard you on your first day!)

## The first month -

You will continue to build your confidence in completing administrative tasks, planning sessions, and conducting therapy. Your case load will grow with your confidence. You will have the opportunity to shadow other therapists to learn in action. You will meet with your team leader for weekly supervision.

## Onwards and upwards -

You will be slowly increasing your client load across the first few months to ensure you have time to learn everything you need to succeed in your job! Your 1:1 supervision will be scheduled weekly, plus add in any other ad-hoc supervision sessions you need. You will have the opportunity to take part in many team meetings, in-services, and internal professional development sessions to continue to expand your skill set. You will have a mid-year check-in with your supervisor to assess your progress and set goals for the second half of your New Grad Program. You'll unlock your professional development budget. Your supervisor will work with you to set goals for your professional development.

## The future -

You're a full-blown Speechie! Decide your own bespoke career path at Giant Leaps. We will work together to get you there. Let's grow together!



# TOP 3 REASONS TO JOIN GIANT LEAPS

## 1 — Unlimited supervision

You will have weekly supervision scheduled in your first month. You will also have access to daily phone contact to check in as you learn the Giant Leaps way. This is additional the decades of experience and advice you can tap into from our clinical supervisors as you navigate your new career and work environment.



## 2 — Professional development

You will be allocated a professional development budget to deepen your clinical knowledge in the areas you love the most! Connect with your extended Giant Leaps family every week and throughout the year for additional personal development days.

## 3 — Autonomy and control over your calendar

Enjoy the flexibility to structure your own schedule and select clients based on your skills and clinical interests. At Giant Leaps we work with both paediatric and adult clients with a full spectrum of needs. Your team leader and dedicated peer supervisor will be there to support you with any clinical questions, or how to manage a complex client interaction.

## GET STARTED AT GIANT LEAPS..

Get in touch with us if you are interested in applying for our new graduate programme. Send us your CV and a cover letter. Be sure to let us know what you are looking forward to most after graduating and what is important to you to thrive in our graduate position.

*We would love to welcome you into the  
Giant Leaps family*

