



Embrace
Exercise Physiology.

Welcome!



This document highlights information about Embrace, and the opportunities for your career with us.



Jesse Morgan
Founding Director

We're looking forward to working with **you**

We are on a mission to provide every community with the access to the health care and support they need. To develop a support system greater than ourselves in which a legacy continues beyond our working lives.

About us

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Embrace has been helping people of **Northern NSW and Southern QLD** achieve healthier and more active lifestyles since 2010. We offer in-home, clinic or telehealth based exercise physiology services.

Core Purpose

Caring is our business and we believe in helping improve quality of life and inspiring people to become the best they can through the use of effective treatment and support.

Core Values



Our core values represent what our team believe and are striving for in everything we do.

We care

- We put our clients first
- We take the time to listen and understand our clients and their goals
- We do all we can to support our clients
- We are open and honest to our clients and each other
- As a team we care for each other and the community

We do better

- Each day we do better in everything we do, both professionally and personally.
- Each session we help you get one step closer to becoming the best you can be

We set the bar

- We communicate promptly and effectively with everyone we work with
- We strive to continually learn and have the latest knowledge in our field
- We provide safe and effective treatment
- We go above and beyond

We are the highlight of your day

- We make rehabilitation fun
- We spread smiles each and every session
- We spread positivity
- We create excellent experiences
- We inspire you, keep you inspired and build optimism

Team Focused

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When you join Embrace you are not only joining a company. You are also joining the Embrace family where we support each other and help our team become the best they can be.

For us this isn't just making an amazing work place, we want to you flourish in all other areas of your life

Our mentoring program, regular team catch ups and flexibility are our way to ensure our team is supported.

Client Focused

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When you become a part of the Embrace team you are joining a handpicked group of humans who are passionate about healthcare and who are committed to supporting patients in their health journey. Our aim is to provide patients with exceptional service that goes above and beyond the norms of traditional health care.

Our vision for the future is to make preventative health care part of the mainstream and to focus on getting patients well by providing them with the information, services and support they need to look after their health in the best way possible.

How do **we** do this?

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At Embrace we believe that people come first and that is why we want to create an environment that is focused on helping you achieve your best work in an environment that is setup to support you. Ongoing structured mentoring, regular team catch ups, in house PD, above award wages and flexible career pathways are some of the things that underpin our culture.

What we offer





Structured Mentoring

We want you to be the best version of yourself which is why we place an emphasis on the learning and sharing of knowledge. When you join our team you will have your own mentor to help you with every step of your journey.



Educational Support

We value ongoing education and professional development which is why we offer in house PD and financial contributions towards education and courses that provide ongoing opportunities for CPD.



Above Award Wages

When you become a part of the Embrace family, it's because we believe in you and we value your contribution to our team.



Career Progression Pathways

When you join the team at Embrace you aren't taking on a job, you are embarking on a new adventure that will provide you with the opportunity to grow your career.

Structured Mentoring and Educational Support

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1:1 Mentoring Sessions

Regular 1:1 mentoring meetings with your team leader to help you grow and develop in every aspect of your practice.



100 Day Induction program

We will guide you through your first 100 Days with us through a tailored induction to get you set up for success



Inhouse CPD Sessions

In house training sessions including team case studies are held on a regular basis



Financial Support for Ongoing CPD

We highly value any opportunity for further training in external CPD and courses which is why we each year we offer our team financial help in attending pre-approved formal courses and seminars.



Regular Team Meetings

Our team meetings are a great way to get together as a group, share ideas, celebrate our wins and plan ahead!

Career Progression & Pathways





Leadership Opportunities

We believe that all our team at Embrace are leaders in their field and therefore we strive to create as many opportunities for informal and formal leadership roles within our career pathways



Career Pathways & Progressions

We are big believers in working with you over time to create meaningful pathways that align with your goals. This can range from clinical leads who mentor younger therapists to building your reputation within the community or amongst your colleagues.



Flexible Work Hours and Ideal week

We understand that the 9-5 work day isn't for everyone and therefore we offer our senior team opportunity of where they work their 38hrs once they have created a self sustaining list of raving fans for themselves. This flexibility is offered where we can.



Above Award Wages

Valuing the individuals that make up our team starts right from the beginning. We believe in you as a person and we value what you can bring to our team which is why we have full confidence in your abilities

What You Can Expect From Us?

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Treated Like Family

When you join the Embrace team you are joining a family and that means we will treat you as a family member and we will always care for you and your welfare with that intent. We will prioritise your best interest above ours.



A Team Focused Culture

Clinics talk about being client focused (and of course this is important), but at Embrace we are team focused. We believe that our team is our number 1 priority! We only hire the best and as a result our clients will be well looked after!



Transparency

Honesty and transparency are two of the most important attributes we value in our team members so it's only fair that we hold ourselves to the same standards. We promise to be honest and transparent with you in every interaction we have.



Accountability

You can expect us to hold you to a higher standard than you hold yourself. We will not let you off, and we will not let you down. Expect us to give you individual mentoring so you can grow and improve as a practitioner in all areas of your role.



Praise & Constructive Feedback

Expect to receive plenty of praise and recognition for the work you do well, but also expect to receive constructive feedback for the work that you don't do quite as well (just as we expect you to do for us). We view mistakes and failures as an opportunity to grow and improve so we can do better next time.



Ongoing 1 on 1 mentoring

We believe that time spent with our team is the best investment we can make. Our one on one mentoring sessions help you to grow as a practitioner and a leader.

What Do We Expect From You?

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Honesty & Integrity

If you are unhappy with something or someone in our workspace we expect you to let us know. If we can do something better or in a different way to make your job easier we will, but we can only do this if you are open and honest with us and are willing to learn in all areas of your work.



Accept Responsibility

Just as we take responsibility for our actions, behaviours and outcomes we expect you to do the same. We don't blame others or make excuses for why something didn't work out the way we wanted. We expect you to take responsibility for your patient's and their outcomes.



Provide Solutions, not Problems

We trust you to have the tools and capabilities to solve most problems that you encounter at work. If a problem arises we expect you to let us know about it but we also expect you to come to us with a solution and willingness to accept our return advice.



Prioritise Work & Plan to Succeed

When you are at work, we expect you to be present, positive and ready to be at your best. Time management and the ability to prioritise tasks are essential to being efficient in your role. No one wants to take work home with them so therefore it's imperative that you are able to effectively manage your time.



Be a Team Player

As part of the Embrace family we expect you to look out for others in our team the same way that they look out for you. We expect you to collaborate with other team members and to ask if there is anything you can help them with just as they would do for you.



Effective Communication

We expect you to regularly communicate with us and keep us up to date with your patients, your tasks and any ongoing projects. We have multiple avenues for regular communication both formal and informal and we expect you to use all of them so that we know how you are travelling at all times.

What Our **Team** Loves About Us

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Eliza

I love that I get to help people every day and being a mobile exercise physiologist means I get to be out and about not just stuck in one room all day. The team culture is fun a big plus is that nobody takes themselves too seriously.

My onboarding process was very well supported with a mentor for shadowing as well as a guided document outlining everything I needed to know about the job. It's very reassuring to know that you've always got a designated person to ask questions without worrying who will be able to help you.

Mitch

I love the fact that I'm working for and with genuine people, trying our best to help as many people as possible. The ability to grow as a practitioner and to be given the opportunity to take on more responsibility within the team has also been great.

My experience with the induction at Embrace was second to none. Frequent mentorship really helped piece things together for me on all client conditions, procedures and polices. My mentors were always on hand when needed and are super encouraging, thought provoking and motivating. My Embrace mentors were always there to help me become the best practitioner I can possibly be. With a wealth of knowledge and EP industry expertise I am in great hands.



Julian

Embrace has provided me with the opportunity to fall in love with being EP again. From the minute I started at Embrace I felt supported and felt that I was in a place where I could learn and grow as an EP and a person. The systems in place made it easy to integrate and feel part of the team. Embrace also makes you feel trusted and provides you with independence.

Embrace has allowed me to refine my clinical skills as well as develop communication skills with various referrers and clients. Embrace has also provided a platform to enhance admin skills ultimately making me a better EP as well as providing clear pathways for career growth and progressions.

Embrace creates a supportive team atmosphere and make it very simple to ask for any help as well as regularly checking in to see if there is anything you need. The regular team meetings are also a great way to connect with other team members as well as learn from them.

What stood out about Embrace's mentoring program was the focus not just on professional growth but personal. Where we were challenged to look within and grow as people which ultimately made me a better clinician.



Tim

I love the freedom, and the fact there's no micro management. I love the array of different clients and the location I work in (beach lifestyle, it's like you're on a holiday everyday "on the weekends"). I love the people we work with and the pay. I love that we have a good working relationship with our referrer bases. I've been with Embrace since the start of my career and have enjoyed honing my skills as an exercise physiologist through working with a variety of clients and conditions. I've had great opportunities to develop my skills in client attraction, referrer networking, one on one, group classes and now mentoring the team.



If you would like to be part of the team please reach out
We look forward to meeting with you soon!

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