

Employer Value Proposition

*Be part of something
extraordinary!*





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TO THE MOON
& BACK



OUR VISION

*A world in which
every person manifests
their values, strengths and qualities.
Where potential becomes competence;
possibility leads to achievement.*

OUR APPROACH

We focus on **goals that matter**.
Your goals should resonate with your values.

We know when we are **effective**
and, more importantly, when we are not.
This means we know what we are doing is working
...or if it is not.
If it isn't, we **change** what we are doing.

Behavioural principles underpin everything we do.
Science and research tell us
how we can change and improve behaviour.
How we can best teach skills
How we can **change lives** for the better

Behaviour isn't just on the surface.
It isn't just the stuff we can see.
It's also the stuff we can't see - **thoughts, worries, feelings**.
These are just as important as the stuff we can see.

We observe, and we notice. We are **curious**.
We don't make assumptions or blanket recommendations
based on a diagnosis or standardised test results.
This means our strategies are truly **person-centred**.

We use our knowledge of behaviour change
to **build the capacity** of those around the clients
to work towards inclusion and participation.

Important gains can be achieved by
changing the behaviour and attitudes of others.

This means we can move towards
an **inclusive community** characterised by
equality of opportunity and experience.
For everyone.

OUR STORY



To the Moon and Back was created in 2016.
I had just made up my mind to start a private practice.
Feeling at once excited and terrified, it was all I could think
about.

But what to call it?

Sometimes, **the best things happen when you least expect them.**
This is the mantra on which TMB is founded.

I was riding a bus into the city to attend a workshop when the
idea struck me.

My son, 4 years old at the time, would grab my face in his
two chubby little hands each bedtime and whisper,

*I love you to the moon and back
and to the moon and back again, and again....
times 1000 million*

He would get breathless from the **intensity** of what he was
trying to tell me.

And it was that day, on the bus, I thought,

That's it.

"To the moon and back" is everything I was looking for.

It captures the infinite love that children and parents have for
each other; it evokes aspiration and hope; it embodies the idea
that **anything is possible.**



~Kristin Bayley,
TMB Founder



OUR VALUES

Collaboration

The **impact** of a team working together is **far greater** than that of individuals working apart.

Inspiration

Always **inspiring** each other and our clients to reach for **infinite possibilities**.

Innovation

We **evolve** through continuous learning and **curiosity**.

Integrity

We do **what we say** we are going to do. **when we say** we'll do it.

Empowerment

We use our knowledge, and skills to amplify the voices of those with communication disabilities in our community, our society and our world.

Connection

Connection is a **universal human need**; we **support** clients and each other **to connect** in the way that **suits best**.

OUR PEOPLE

Board Certified
Behaviour Analysts

Board Certified Assistant
Behaviour Analysts

Speech Pathologists

Registered
Psychologists

Allied Health
Assistants

CAREER PROGRESSION AT TMB

Speech Pathology

TEAM LEADER

- Caseload: KPI 22 hours per week FTE
- 1:1 Supervision/Mentorship: 1 hour fortnightly
- Discipline/Whole Team PD: 4 hours/month
- ★ Supervise and mentor other clinicians
- Discretionary PD allowance \$1250 per annum
- Focused area of practice* (e.g. AAC, severe behaviour, social communication, feeding)

I have grown so much as a speech pathologist and have gained invaluable experience in behaviour whilst working at TMB.



SPEECH PROGRAM COORDINATOR

- ★ Caseload: KPI 22 hours per week FTE
- 1:1 Supervision/Mentorship: 1 hour fortnightly
- Discipline/Whole Team PD: 4 hours/month
- Supervise and mentor AHAs, students and new clinicians
- Discretionary PD allowance \$1000 per annum
- Plan and coordinate programs such as student placement, group therapies and/or rural and remote outreach programs.

SPEECH PATHOLOGIST

- Caseload: average KPI 22 hours per week
- 1:1 Supervision/Mentorship: 1 hour fortnightly
- Discipline/Whole Team PD: 4 hours/month
- Discretionary PD allowance: \$1000 per annum
- ★ Development of supervision skills through AHA/student mentoring

NEW GRADUATE

- ★ Caseload: KPI 18 hours per week
 - 1:1 Supervision/Mentorship: at least one hour/week
 - Discipline PD: 2 hours/month
 - Whole Team PD: 2 hours/month
 - Discretionary PD allowance: \$1000 per annum



CAREER PROGRESSION AT TMB

Behaviour

TEAM LEADER

- Caseload: KPI 22 hours per week FTE
- 1:1 Supervision/Mentorship: 1 hour fortnightly
- Discipline/Whole Team PD: 4 hours/month
- ★ Supervise and mentor other clinicians
- Discretionary PD allowance \$1250 per annum
- Focused area of practice* (e.g. AAC, severe behaviour, social communication, ACT, feeding)

I enjoy being part of a highly experienced, creative and collaborative team

BEHAVIOUR PROGRAM COORDINATOR

- ★ Caseload: KPI 22 hours per week FTE
- 1:1 Supervision/Mentorship: 1 hour fortnightly
- Discipline/Whole Team PD: 4 hours/month
- Supervise and mentor AHAs, students and new clinicians
- Discretionary PD allowance \$1000 per annum
- Plan and coordinate programs such as student placement, group therapies and/or rural and remote outreach programs.

BEHAVIOUR PROGRAM SUPERVISOR

- Caseload: average KPI 22 hours per week
- 1:1 Supervision/Mentorship: 1 hour fortnightly
- Discipline/Whole Team PD: 4 hours/month
- Discretionary PD allowance: \$1000 per annum
- Development of supervision skills through RBT and Intern mentoring

BEHAVIOUR PROGRAM INTERN/RBT

- ★ Caseload: KPI 25 hours per week (direct therapy)
- 1:1 Supervision/Mentorship: at least two hours/week
- Supported with a structured supervision matrix covering all elements of relevant certification task list
- Discipline PD: 2 hours/month
- Whole Team PD: 2 hours/month
- Discretionary PD allowance: \$500 per annum

EVERY ROCKET NEEDS SOME BOOSTERS

We want you to be delighted to come to work.
Here's how we make that happen.

Full support for all admin needs

Control over your caseload and your schedule

Share our culture of collaboration - give and get ideas, tips and strategies

Generous annual PD budget, plus oodles of in-house training from industry leading experts

Session prep is a breeze with access to Everyday Speech, Twinkl, Lessonpix, and more

Become an EBP guru with journal club and research reviews

Comprehensive wellbeing program

Always find an ear to listen, a hand to help and cake to eat

A fridge stocked full of fruit, soft drinks and nibbles

Share cheers and claps with our team celebration program

...And just wait till you see our resource
cupboards! 🥰

*TMB has been an
amazing place to work.
~Speech Pathologist*



SOME FINAL WORDS...

*I cannot entirely
express in words
my gratitude for
the experiences and opportunities
I have been given..
I love everything TMB does and
everything TMB stands for.*

Feeling inspired?
We'd love to talk more.

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Check out
tothemoonandback.net.au/careers
for videos, details on how to apply
and more!