



# SOLUTION.

PSYCHOLOGY



BECOME PART OF A TEAM  
THAT'S MAKING A DIFFERENCE.



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# DIRECTOR'S MESSAGE

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## Melissa Juzva

At Solution Psychology our passion lies in making a positive impact for our clients by providing excellence in psychological care across the lifespan. We wanted to create a space where our clients felt safe and familiar in the consulting room and comfortable and grounded while they wait.

Eleven years ago, I started Solution Psychology because even though I was seeing 30+clients a week, I couldn't reduce the growing waiting lists of children and families needing support. I realised in order to make a real difference I needed to bring together like minded professionals passionate about helping people, growing their skills and collaborating to provide a holistic approach.

I developed a model that enabled me to pour my energy into mentoring and supervision and develop a team of professionals to meet the ever growing psychology needs in the northwest of Melbourne. We moved from a two room clinic to a 200 sqm premises, five room clinic, in late 2022 when our search for a new space was proving challenging, which we underwent a renovation to again transform the space to be able to allow us to help more people, this short term solution helped us grow to an eight room clinic while we continued our search for a place we could call home.

In early 2023 we found that space and we set to work, we focussed on creating a space that was intentionally minimal, a space that feels more like a day spa than a clinic, we've created a welcoming environment where you can feel at home. It was equally important to us to create an environment where our team were nurtured with spaces that have been specifically designed to encourage collaboration, research or relaxation between sessions. Our state-of-the-art team centre, resources and testing library, provide our team with the best evidence based resources to add value to our clients sessions. Our relaxation lounge means that our team are refreshed and energised and at their best to help you on your journey.

Our Moonee Ponds clinic at One Dean means we could grow our team and growing our team meant increasing our impact. My vision now is to reduce waiting times for psychological services, deliver a learning environment for the team all within an amazing physical space and in doing so, help as many children, adolescents and families as possible.

We look forward to supporting you on your journey.





# ARE YOU THE PSYCHOLOGIST WE ARE LOOKING FOR?

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## Our Ideal Psychologist

- Enjoys making a difference to the lives of their clients and contributing to the success of the team as a whole.
- Is always seeking to learn and improve in all areas of skill development, reflective practice and personal development.
- Shows empathy in every action.
- Embraces diversity.
- Listens without judgement.
- Gets excited about evidence-based care.
- Loves collaborating to provide a holistic approach.
- Is proactive in communicating.
- Practices with authenticity and honesty.
- Is organised and efficient in managing their own time and administrative tasks.







# YOUR IDEAL PRACTICE

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## Why you'll love being a part of SOLUTION;

**Support:** When you join the Solution team you are joining a family and that means we will treat you as a family member. We will always care for you and your welfare with that intent. We will prioritise your best interest above ours. Support at Solution comes from all directions whether it's other clinicians, CRT or leadership. We are one family.

**Reward:** At Solution Psychology we recognise when our team meet and exceed expectations so in addition to our above award base salary, our team members achieve rewards (calculated quarterly) when they reach and exceed their minimum expectations.

**Facilities:** Our purpose built clinic has been carefully designed to make sure we have ample space that feels more like a spa than a clinic, surrounded by cafés, shops, parks as well as end of trip facilities so you can ride to work or go to that yoga class on your way in to the clinic.

**Systems and Processes:** Our investment in systems, technology, policies and out of this world testing and resource library allow you to provide the highest quality care to your clients, without the need to provide any of your own resources. If you do happen to find a resource we don't have, no problem, we will add it!

**Boundaries:** We help you set boundaries by providing you with ample admin time, you are scheduled report writing time in addition to your admin time.

**Flexibility:** You can expect us to hold you to a high standard and to keep you accountable to your goals but this does not mean we clock watch, your admin time is your admin time. Feeling in control? Have a nap, go shopping, watch the tennis, chat to your teammates or go home. As long as your expectations are met, we want you to have fun and enjoy coming to work.



# YOUR SUPPORT

**Mentoring:** When you begin with us you will be allocated a peer mentor who will meet with you weekly to support you in your induction journey.

**Clinical Supervision:** You will meet with your board approved supervisor weekly, fortnightly or monthly (depending on experience).

**CPD:** Access your annual CPD budget to complete your professional development goals.

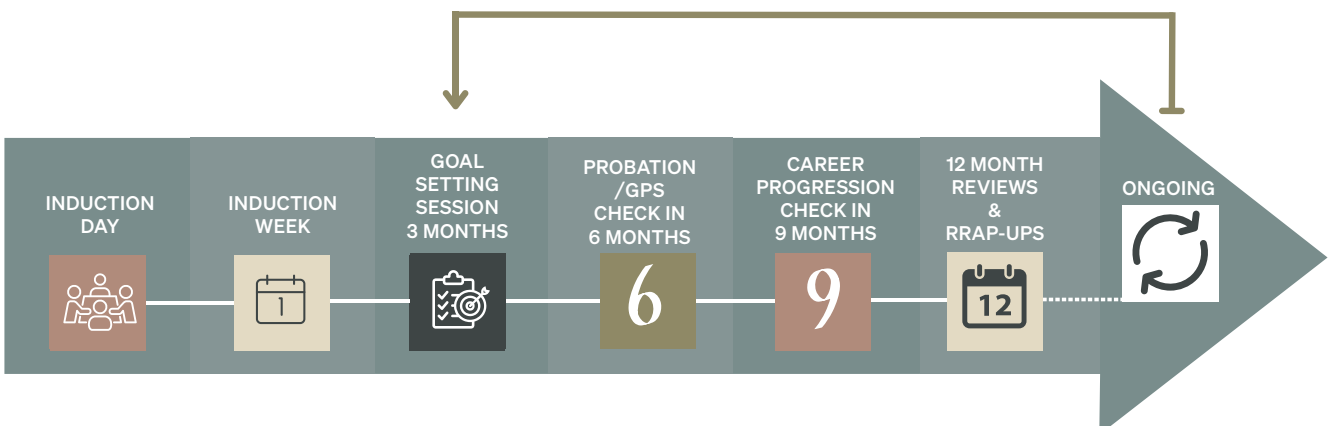
**Speed Supervision:** Attend our daily 30 minute speed supervision sessions run by our senior psychologists.

**Peer Supervision:** Attend our fortnightly 60 minute team supervision open to all our team.

**External Supervision:** access a range of external supervisors enabling you to build skills in areas beyond the expertise of our team such as forensic psychologist.

**GPS:** Attend our Grow Perform Succeed mid year review session with our leadership team designed to reflect on your progress, plan, set goals and actions.

**RRAP-UPS:** At the end of each year you will sit down over lunch with our leadership team to reflect on the year, review your performance and plan for the year ahead.





# PURPOSE BUILT SPACES

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Be part of something unique. From the moment you step into Solution Psychology you will notice that it has been built and designed with you and our clients in mind. It's not just another clinical space. We didn't take a 600 square meter office space and fill it with consulting rooms. Instead we created spaces that our clients and our team could enjoy.

One Dean is not just another clinic.

One Dean is:

- Spa-like
- Sensory Friendly
- Sustainable
- Spacious

One Dean has:

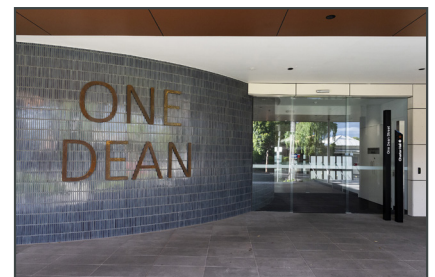
- over 130sqm of welcome room space
- a team centre that is over 100sqm and boasts a resource library and testing library, a collaboration zone, work zone, relaxing zone and eating zone.
- a 115 sqm terrace to enjoy lunch with your team mates, catch up on paperwork or read the latest research (or have that Friday after work catch up)
- a sensory room
- a parent lounge
- a leadership office
- five dedicated assessment rooms
- a group therapy/board room
- a one way mirror for world class teaching and observations
- dimmable lighting in every consulting room
- end of trip facilities



ONE TEAM



ONE VISION



ONE DEAN



# POSITIONS FOR EXPERIENCED PSYCHOLOGISTS

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Solution Psychology has positions available for experienced psychologists, these include senior psychologist positions as well as the role of principal psychologist. Perhaps you have always wanted to work in private practice but hesitated because you felt it was isolating and were nervous about whether you would be provided with the support you needed, or perhaps you haven't found a practice that aligned with your values?

Solution Psychology provides experienced psychologists with career development opportunities. Whether you are looking to develop your leadership skills through supervision and endorsement opportunities or your clinical skills through developing a niche area, we can help you achieve your career goals in a supportive and fun environment.

**Let's hear from an experienced psychologist who joined Solution Psychology 6 years ago.**

## Stephanie Ferraro

My early career commenced in school-based settings as I believed this to be the ideal role for a new graduate in terms of professional support, collaboration, and scope to explore professional interests. For quite some time, I was unwilling to consider working in private practice as it seemed far too isolating and with little growth to progress. Two years into my



career, I reached out to Melissa, director of Solution Psychology, for professional supervision to ensure I was providing the best care for my clients. It was here that I learned about the benefits of working in private practice - that there are, in fact, opportunities to collaborate with colleagues, pursue professional interests and participate in ongoing learning. I also discovered the importance of finding a workplace that aligned with my personal and professional values and goals.





# EXPERIENCED PSYCHOLOGISTS

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Having this knowledge gave me the confidence to step into the world of private practice at Solution Psychology following the birth of my first born son. 6 years later (and another two children!) I continue to appreciate the family-friendly culture, the autonomy to build my case load based on my professional interests, and high level of support provided by our clinic director, practice manager, client relations team and fellow psychologists. I particularly love the high level of collaboration and passion among team members, the quality of evidence-based resources provided for professional use, and the modern amenities available to both staff and clients. I am so glad I gave it go. I have not looked back since!





# OUR GRADUATE PROGRAM

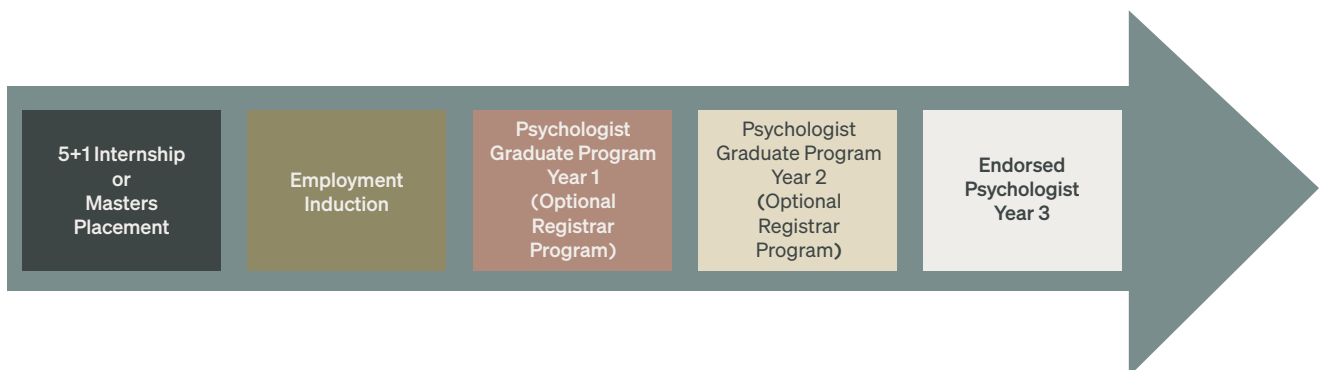
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We know that as a Graduate Psychologist, you want your first job to be one that enables you to learn in a supportive environment and give you that kick start that you need to be a great psychologist and have an awesome career.

We also know that you need to transition slowly out of a university mind into professional practice. That's why at Solution Psychology we've created a tailored Graduate Program where you'll have opportunities to be mentored, gain constructive feedback and be surrounded by a great team to collaborate with and learn from.

New graduates will be well supported through our two year program including the option of an internship and or placement for 5+1 or Masters pathway which ensures you are private practice ready. These internships/placement opportunities allow provisional psychologists the opportunity to gain experience and be exposed to the daily operations of a private practice before fully transitioning across to the position of graduate psychologist.

**For the right candidate, the first 2 years of your journey with us, might look like this.**





# GRADUATE PROGRAM

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**1. Your comprehensive Private Practice Induction and Training Package includes everything related to being an industry leading private practice psychologist.**

## Topics include;

- How to interact with clients, deliver great consultations, develop a trusting relationship and achieve awesome outcomes.
- How to retain clients and become a psychologist everyone wants to see.
- Learn when to book a client in and how frequently.
- Mental Health Care Plans.
- Navigating the NDIS.
- Developing world class assessment and diagnostic skills.
- Delivering effective, evidence based treatment to make your clients shout your praises to their referring doctor.
- Creating professional GP, paediatrician and specialist letters.
- Working effectively with admin.
- How to nurture referrers so they never want to refer anywhere else.
- How to effectively work with other allied health professionals such as speech pathologists and occupational therapists to create long term raving fans.
- How to collaborate with teachers and other school staff to great awesome outcomes for your clients.
- How to work effectively with separated families.
- How to structure appointments and manage admin time.
- What to cover in initial consultations.



2. You will be assigned a peer mentor, one of our senior psychologist, who will be your support, your sounding board, someone to ask questions and help you be successful. You will meet with this mentor formally weekly as well as have opportunities to connect with them informally.
3. Consistent structured mentoring/supervision from our director, team leader and senior psychologists.
4. “In the moment” mentoring through our online platform, and utilising our library of online resources.
5. You will have the opportunity to discuss cases every week during our daily “speed supervision” as well as your clinical supervision sessions and during optional monthly peer supervision sessions.
6. You will have access to external supervision sessions with our team of external supervisors enabling you to build skills in a range of areas.
7. Annual practice CPD and supervision contribution of \$1000 (\$2000 for graduates, years 1-3).
8. You will gradually increase your caseload, starting with a graduate load and building slowly to a full caseload.
9. A full caseload that includes not more than five client sessions per day leaving 2.5 hours of admin. In a full time week that’s almost 2 full days.
10. Access to our registrar program provides the opportunity for you to be on your way to achieving endorsement at your chosen pace.
11. Support to develop career goals and establish your own niche area.
12. You will have the opportunity to attend and observe experienced psychologists in the delivery of group programs and interventions.
13. Observe and / or participate in industry leading interventions such as Virtual Reality Therapy (VR).
14. Step away from consulting every quarter for our “Quarter Cuddle” where we have a chance to learn and develop.
15. Access to our rewards program.
16. The ability to control your own calendar, whether it be assessments, therapy or school consultations, enjoy the ability to craft your own week.
17. Be provided with full admin support to help you focus on your clients and your clinical load.



# A GRADUATE'S EXPERIENCE

I completed my Masters of Educational and Developmental Psychology through Monash University in 2020. I completed my final block placement at Solution Psychology as a provisional psychologist and then began working at Solution Psychology as a graduate psychologist.



Natalie Mizzi

The transition from student to registering as a psychologist was a steep learning curve. I was very grateful to be part of a practice that provided so much supervision and personal support. The team at Solution Psychology is not like others and sometimes I forget that this is not the norm at other private practices.

What I enjoy most about working in private practice is the opportunity to develop ongoing relationships with clients and their families. I also have a diverse caseload which allows me to support clients with varied clinical presentations. At Solution Psychology, I continue to receive ongoing supervision and professional development.

I was well supported when completing my registrar program and am now registered as an Educational and Developmental psychologist. I was supported in my decision to have two workplaces and am also trusted to take control over my own calendar and caseload.

At Solution Psychology I am always surrounded by other psychologists and a supportive administration team. I rarely feel alone or isolated and know that there is always someone available. The other psychologists at Solution Psychology offer a breadth of experience and are always willing to share this with others.

Something that I found challenging a graduate psychologist in private practice was the business aspect of the job. Like many who choose or are called to a career in psychology, my goal was to help and support vulnerable clients and this was driven by my personal values. When starting out in private practice I found it challenging to charge clients for their session as monetary gain was never a strong value of mine. By identifying this clash in values and seeking support, I was able to learn more about the business structure of private practice which is fundamental in being able to provide ongoing care for my clients.

Now, as an early career psychologist, I can see that I have been well supported to get to this point in my career. I feel hopeful that I can continue to develop both personally and professionally and Solution Psychology and build a meaningful career helping and supporting young people and families.

**Natalie, Winner 2023 Allied Health Early Career Excellence Award**







# CAREER PROGRESSION PATHWAYS

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Great opportunities exist to further your career and follow your passion at Solution Psychology. We will work with you individually to build your desired career pathway whether it be related to further education, travel, leadership or something else that is really important to you.





# OUR EXPECTATIONS

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We value open and transparent communication and accountability. We offer a position that provides a variety of experiences including assessments, intervention, therapy, group intervention and school consultations as well as the opportunity to develop your niche area. In return, the expectations of every team member are:

- 1) We live by our values; we are world class, we collaborate, we care and we lead by example.
- 2) Independently managing clients (assessment, diagnosis, planning, treatment, follow up) with a team mindset.
- 3) Communicating with any relevant parties (Paediatricians, GPs, parents, teachers).
- 4) Actively participating in activities to attract and retain our valued clients.
- 5) Conducting activities such as webinars, regular team professional development and practice based non clinical events.

## we are world class

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we go above and beyond

we create a unique experience

## we collaborate

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we are proactive

we build connections and communities

## we care

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we are grateful

we value every voice

## we lead by example

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we do what we say we will do

we embrace growth and learning

# REMUNERATION & AGREEMENT DETAILS

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We offer positions from three days (22.8 hours) to full time (38 hours).

This is a permanent position, with a transparent remuneration structure that includes an annual salary, superannuation and leave entitlements. We believe in “you get what you put in” which is why we are so passionate about rewarding hard work and commitment. Your remuneration is a direct reflection of the value that you bring and is reviewed regularly. You will be eligible for our rewards program after your first quarter.



# WHAT ARE YOU WAITING FOR?

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You will be warmly welcomed into our practice, mentored for personal and professional growth. You will feel proud to build something of significance and be part of a culture of fun, excitement and community. Our tailored position provides opportunities to develop a career whether that be the transition from university to working life or from an experienced career to private practice in a supported manner and be mentored by industry leading professionals. Enjoy regular professional development both internal and external and an abundance of supervision.

You will be surrounded by experienced and well respected health professionals in an environment that will both challenge and inspire you.

Our practice is unique and our approach is collaborative. You will be part of a team and the Solution Psychology family - our practice values guide everything that we do.



## LIFESTYLE

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Located only 6.4km from the CBD, walking distance to Moonee Pondstrain station, Tram 59 and 82. Surrounded by shopping, restaurants and parks, it is a great place to work. The practice is located on the ground floor with disability access and secure staff carparking.





# HOW TO APPLY

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If you think you would be a good fit, or just want to find out more, please send an email to [melissa@solutionpsychology.com.au](mailto:melissa@solutionpsychology.com.au) with the subject "I am not a robot" to express your interest and tell us why you are our next psychologist. Be sure to include a cover letter and your resume.

Alternatively applications are accepted through our website

<https://www.solutionpsychology.com.au/join-our-team/>

**There are limited opportunities available, so get your application in early.**

## FINDING US ON SOCIALS IS EASY

Visit our website:

<https://www.solutionpsychology.com.au/join-our-team/>

Check out our careers page



Join our FB pages and Instagram

<https://www.facebook.com/SolutionPsychology>

<https://www.instagram.com/solutionpsychau/>



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