



REAL THERAPY SOLUTIONS



New Graduate Guide: How to compare job offers

So you have now graduated and are ready to get into the workplace, congratulations!

All that hard work will now be put into practice in an organisation that is right for you. With so many organisations ready to recruit it is no doubt you will have selection of employers and offers to choose from, so how do you compare and choose what is right for you?

Here at Real Therapy Solutions we have developed a guide to give you some tips and tricks to help you select the right job and organisation for you.



TIP 1: Gather all the factual information about the jobs

All the jobs will be new graduate jobs; however you need to compare apples with apples so take a look and compare the same conditions of each offer and if the information is not provided, ask the question so that you have all the information to compare:

Location: check how far is the location, what will your travel costs be like to get to the clinic. Also, how much travel are you required to do as part of the job. Some require you to travel most days, all days and provide mobile services. Others may be completely clinic based.

TIP: As a new graduate we recommend not taking a role that is always mobile (on the road) this can be isolating and gives you less opportunity to brainstorm and engage in hallway chats with more experienced therapists and other new grads who you can learn so much from.

Hours worked: what are the weekly working hours, are you expected to do overtime or work on weekends? Do they offer rostered days off or flexible work practices?

TIP: Rostered days off and additional time off can be great and add to work life balance however consider that often this requires you to see more clients on the days you work as a new graduate this can be more difficult.

Salary: make sure you ask if salary includes superannuation or if superannuation is on top of the offered salary if it is not advised. Ask what other benefits are on offer such as paid professional development and supervision. Add this into your salary to get an idea of the total benefit worth. Some organisations will increase your take home salary and reduce the resource and supports provided essentially this is the same cost to them – you get more pay but less supervision/ training and support.



TIP 2: Consider what you need most at this stage of your career.

Bonuses: Does the organisation offer bonuses? If so, what is it and is it open to new Graduates?

Professional development: What does their professional development package look like? Can you access external professional development courses, and do they offer internal training and workshops?

Support structure: what is the structure of supervision you will receive? Is it weekly, fortnightly, or monthly? How easy is it to access an experienced therapist for guidance when needed? Are there other new graduates in the organisation for you to work alongside and help each other?

TIP: Ask about the structure of the clinical team and the governance process. Is there a career progression pathway? Is there a team to offer you support when you start and as you develop your skills?

Work conditions: do they offer flexible working and/or rostered days off. What about work from home?, and are there any paid benefits such as wellness activities/ salary packaging, do they pay travel costs and what about team building activities?

Consider the company culture: Most people spend a lot of time at work so who would want to go to work where they are unhappy? No one! You need to enjoy going to work. The company you work for should help create a workplace where people can be happy and productive however you need to make sure you pick the right culture for you. A good way to do that is to:

Check online reviews: have a look at Glassdoor (<https://www.glassdoor.com.au>), or Seek (Company Profiles and Reviews | SEEK) and Indeed (<https://au.indeed.com/companies>) reviews. Check out the organisations social media accounts to see what kind of content they are putting up and what kind of reviews they have. You can tell a lot about a company culture by what they put on social media and if that aligns with what you are looking for.

Speak to employees and ex-employees of the company if you can connect with them and ask heaps of questions around what is important to you, for example if you value a company that looks after employee wellbeing ask what wellbeing activities they do and how often this way you can get the information you need to be able to compare the organisations.

Reflect on the interview: the interview offers you the best chance to get a good insight into the company culture and how the company interacts with you personally. Reflect on the recruitment process you have been through and what your experience has been like with the company.



TIP 3: Consider your long-term goal

Your long-term goal should be what drives you and your decisions should reflect on getting you to your long-term goal. Consider if the organisation can support you to develop and grow. Are there opportunities in the organisation that align with my

long-term goal? These are the questions will help you decided if this role can be a stepping stone towards your career pathway of choice.



TIP 4: Make a comparison list

Ideally you would create a list of each aspect of the role you are considering and the organisations. This way you can compare every aspect of the offers and ensure that you are comparing apples with apples! As each organisation offers different benefits and conditions it is important to ensure you are comparing all aspects of the organisation and job offer, not just salary.

The role you take will likely be similar if not the same in every organisation but what will not be the same is the support, benefits, and company culture. You should be thinking about your long-term goal, how the organisation aligns with your values and ensuring that you compare apples with apples to determine which role and organisation is right for you.



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