



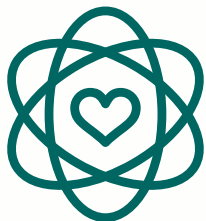
START YOUR ADVENTURE

WITH
BRIGHT START BEHAVIOUR SUPPORT





Contents



Our Core Values



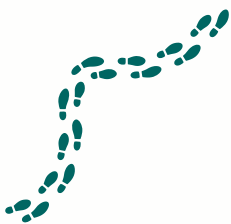
The Journey So Far



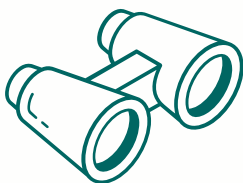
Your Fellow Adventurers



Adventurer's Inventory



Forge Your Path



Adventure at a Glance





It's really important to us that we work in ways that are:



Empowering

- By supporting our clients to self advocate and supporting the people around them to meet our clients' needs
- By working towards goals that are meaningful to our clients
- By supporting our clients to develop the skills to empower themselves and others



Authentic

- By being our true selves at work and honouring our own thoughts, feelings, and ways of doing things
- By creating safe spaces in which people's needs are met, and people can be themselves without fear of judgement
- Supporting safe unmasking in other locations by advocating for clients' needs to be met and communication honoured



Connected

- By using a relationships-based approach grounded in a genuine rapport and mutual respect
- By supporting our clients to develop strong relationships with their families, friendship groups, and communities
- By connecting our clients with other meaningful supports



Collaborative

- By working with our trusted referral networks, and continuing to build this community to ensure we have lots of like-minded, affirming people to refer to and learn with
- By working with the client and their family in a mutually respectful way, to make sure they have what they need in a way that feels right for them



Creative

- By valuing creative thinking and different ways of approaching life
- By continuing to seek knowledge that further shapes our out of the box thinking in ways that help us help others



The Journey So Far



We are a small, close-knit team of behaviour support specialists and psychologists in Maitland, NSW. We work with children aged 18 months to 18 years old. We are passionate and committed to evidence-based practice and providing the highest quality services. We care deeply about our clients and about building connected, inclusive communities.

We actively reject ABA in all of its forms. We work from creative, collaborative, person-centred approaches that seek to empower our clients and support them in the ways that are most meaningful for them. We love that we get to come to work as our authentic selves, and we want our clients to bring their authentic selves to therapy and feel safe bringing their authentic selves to all of their other environments.

After working for a few years in other organisations, our director, Charlotte, started Bright Start Behaviour Support as a sole trader. She felt constrained by systems in other workplaces that did not allow her to show up as her authentic self or enable clients to show up as their authentic selves. Charlotte wanted to change the industry for both clients and employees, and knew the only way to do this was to start her own company.

After working as a sole trader for 3 years and building strong, supportive networks, Charlotte brought her husband, Brent, on board to help her grow the business. They then made their first practitioner hire in mid-2020. The business grew rapidly from there, not only surviving through COVID, but thriving. They built a solid foundation for staff and clients, centred around Authenticity, Connection, Collaboration, Empowerment, and Creativity.



We are a **close-knit team** who enjoy **strong relationships** with each other and our extended community networks. We grow our business together from a foundation of passion and commitment to lifelong learning. We are always looking for people who share our philosophy and values to become a part of our Bright Start family.

We've developed an **excellent reputation**, with people knowing us for our **affirming approach** and **out of the box thinking**. We love the **positive impact** we have had (and continue to have) on the lives of our clients, their families, and our community. We love how much **fun** we have inside and outside of our sessions, and being able to **learn and grow** with each other.



Your Fellow Adventurers



We enjoy spending time together inside of work, and are invited to spend time together outside of work (though this isn't a 'must'). While we have our own private, warm spaces, we spend a lot of time in our collaborative spaces, bouncing ideas off each other and drawing from almost-unlimited informal peer support. This closeness makes us feel safe, supported, welcome, and important. Bringing yourself as you are, empowering others, and helping each other to grow are the foundations of our work.

We are committed to coaching each other and changing the space we work in. We aim to provide the highest quality service to our clients and their families, and be affirming of all people by valuing diversity in all of its forms. We are also committed to lifelong learning and continuous improvement, and we hold each other to account with this - including our leadership team.

"I love being part of a small business and a close team of wonderful people. Everyone is always willing to collaborate and help each other out, and coming to work is something I look forward to!"

- Elly

"I love the collaborative workspace and supportive team, as everyone is always happy to help with any questions or debriefing. Supporting children with goals that are important to them is so wholesome" - Lauren

"I love the welcoming environment that Bright Start creates for everyone. Since day one I have felt fully supported and I always feel like I can turn to anyone with my questions or if I am feeling stuck. You are never alone at Bright Start and everyone is always there for each other!"

- Jacqui

"Everyone is really welcoming and supportive. The team feels more like a family than work colleagues and it's unlike any other place I have worked in all the best ways."

- Craig

"I love working at Bright Start Behaviour Support because there is a team culture of acceptance and diversity, a relaxed and sociable atmosphere, and a shared passion for neuro-diverse affirming values and advocacy. I feel like everyone can be themselves without judgement."

- Kalinda

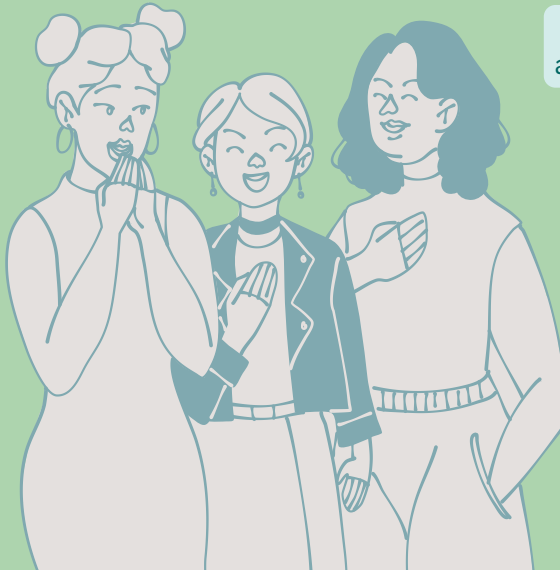
"Bright Start have supported me in more ways that I could have ever imagined. Being part of such a collaborative workplace has helped me become a better practitioner and I feel supported to be the best version of myself every day." - Taylor

"I like working here because I'm not afraid to make mistakes and ask for help. I'm valued in a highly welcoming environment where I am free to be myself and I have truly never felt this connected and engaged in a workplace. Most importantly, here I can provide a difference to people and feel good about it. I feel lucky and grateful to be here." - Tom

"Bright Start is a workplace where you are able to feel comfortable to be yourself. Working in an environment where you are able to make a clear positive difference to the lives of children and their families is very special" - Georgia

"I enjoy being part of a small business that strives to support the community with quality services. Bright Start is passionate about neuroaffirming, client-centred supports and is invested in making sure there is the right practitioner for every client"

- Mikaylee



Adventurer's Inventory



Competitive Package

We provide above award remuneration as well as fuel allowance and an allowance for external psychology supervision for our provisional psychologists

Vibrant Culture

Be part of a close-knit team who are passionate about what they do, care about who they work with, and make a meaningful impact in the community

Equipped Spaces

We have a huge range of clinical resources, games, and assessments. Our staff each receive a company laptop and mobile phone, and access to our shared iPads. You will have your own private space in addition to our collaborative spaces

Personalised Guidance

We support you with document review, fortnightly 1:1 supervision for behaviour support, fortnightly peer supervision, external group supervision for our psych team. and extensive informal supervision. We are always open to requests for external professional development.

Our admin staff receive ongoing support on an individualised basis

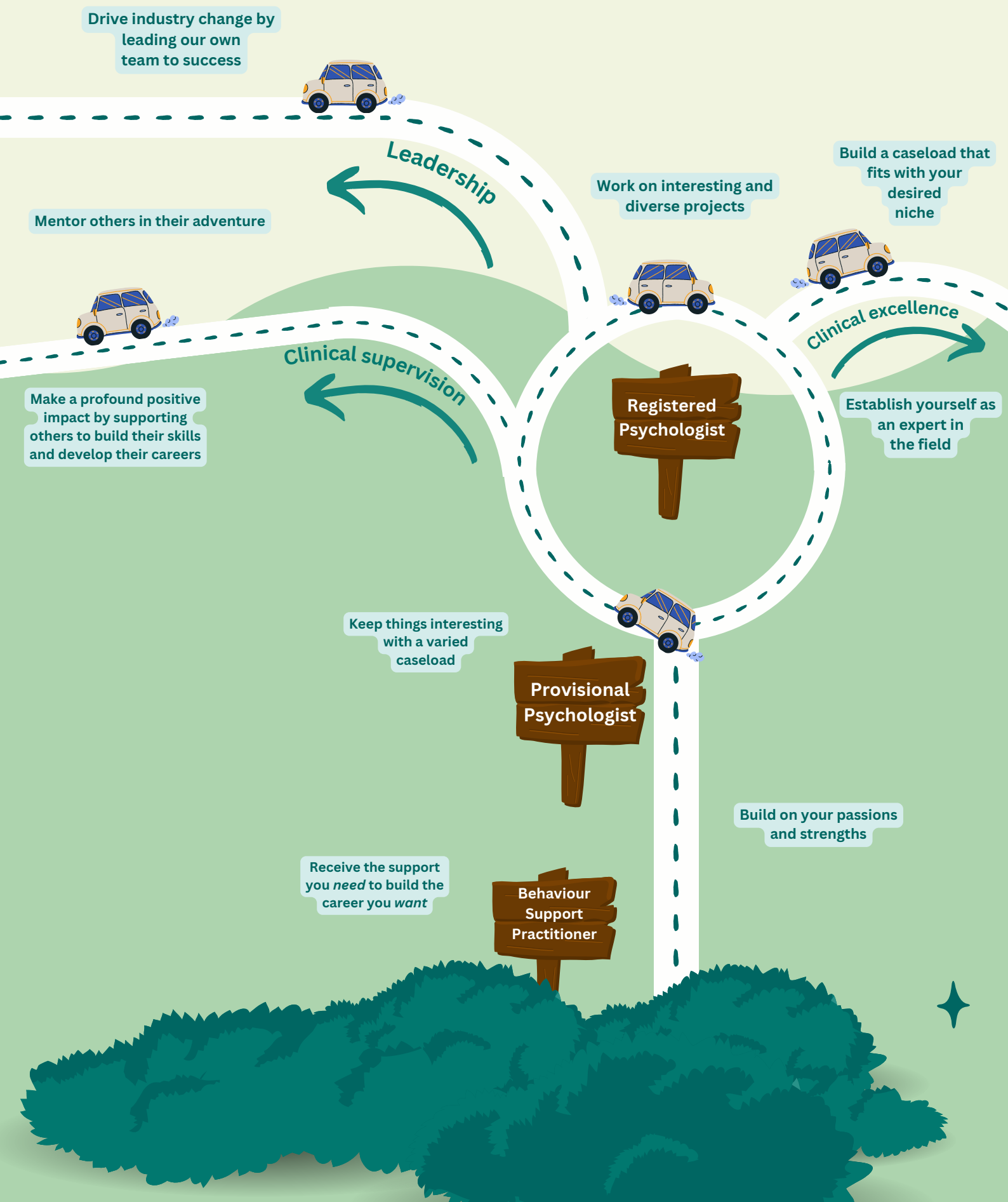
Systematic Onboarding

We have a thorough onboarding process to help you get to know the rest of our team, get to grips with our approach to supporting people, and figure out how we get things done





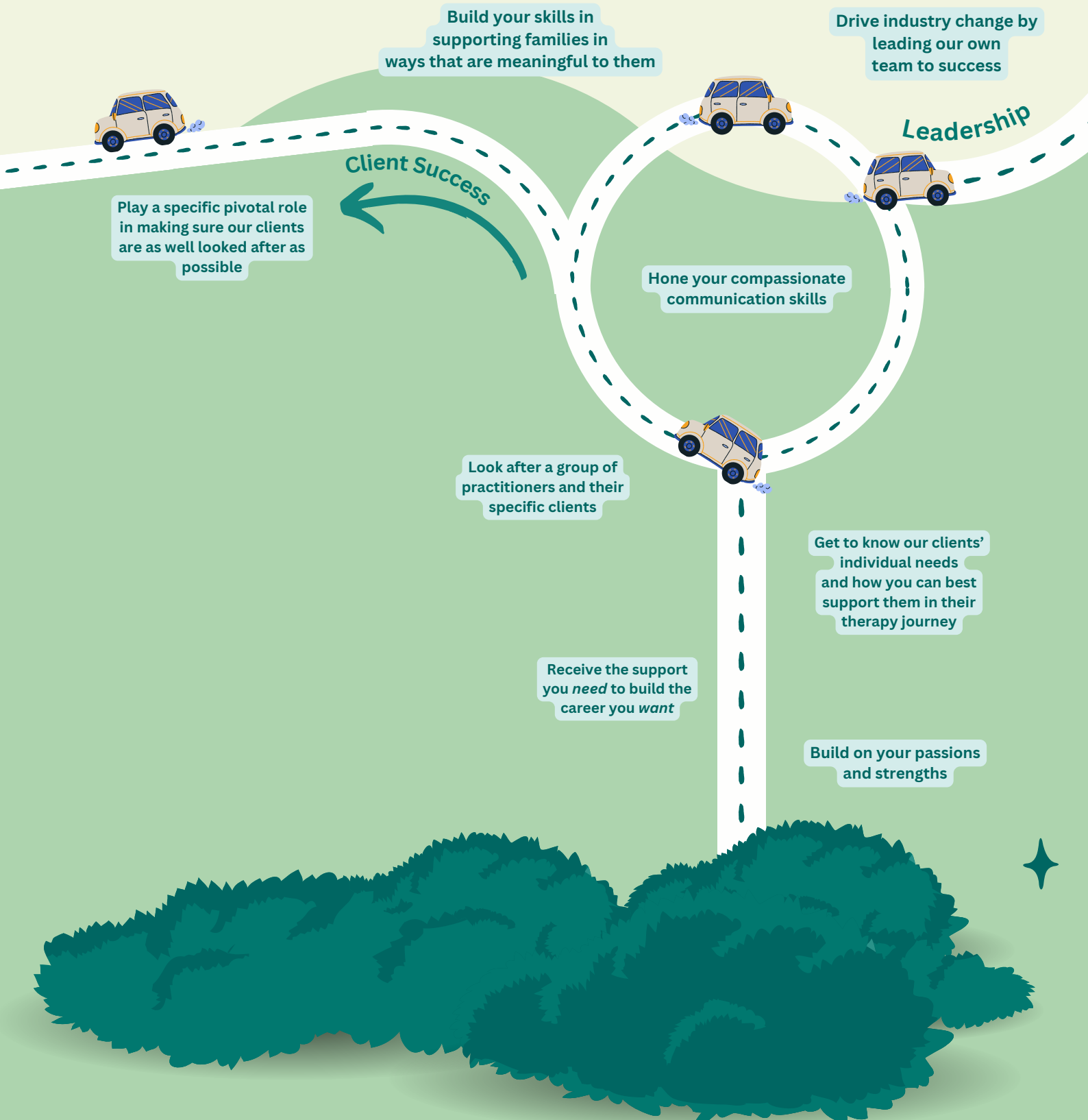
Forge Your Path Practitioners





Forge Your Path

Admin





The adventure at a glance

Do you want to be a part of a team in which you feel valued, important, supported, and welcome?

Do you want to be fairly compensated for your hard work?

Do you want to develop a strong foundation of knowledge that will benefit you for your career at Bright Start and beyond?

Do you want the option of staying with one employer long term and being able to grow and shape your role?

And most importantly, do you care about:

Being your authentic self,
and being with others as their
authentic selves

Connecting with like-minded people
and working from a foundation of strong
relationships

Being empowered to develop your
career in alignment
with your values,
and empowering others
to live their lives in accordance
with their values

Working collaboratively with peers
and mentors, and engaging in a lifelong
learning journey

Being creative and adaptable
in your work and meeting
clients where they are in a way
that is meaningful to them



If you've answered 'YES!' to the above questions, and want to join our party as a Behaviour Support Practitioner, Provisional Psychologist, or Registered Psychologist, we'd love to meet you!

Give Charlotte a call on 0431 417 987 for a confidential chat, or send your resume through to us on admin@brightstartbehaviour.com.au

