



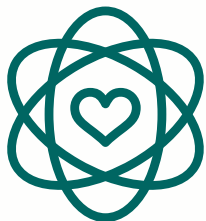
# START YOUR ADVENTURE

WITH  
BRIGHT START BEHAVIOUR SUPPORT





# Contents



**Our Core Values**



**The Journey So Far**



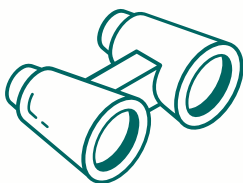
**What Our Team Says**



**Working With Us**



**Opportunities for Growth**



**Adventure at a Glance**





# Our Core Values



## 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



## Curious

- By valuing creative thinking and different ways of approaching life
- By seeking to deeply understand each person's experience and perspective

# The Journey So Far



We are a small, close-knit team providing behaviour support and psychology in Maitland, NSW, to young people aged 18 months to 25 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 human-rights and relationship-based 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 and families to feel safe doing the same.

After working for a several years in other organisations, our director, Charlotte, started Bright Start Behaviour Support. She knew she wanted to provide supports that were based in real connection, understanding, and empathy, in a way that felt impossible working with bigger companies. While working in a role with one of our partner organisations, Charlotte got to do all this, but realised that to change the industry and empower others to work in values-driven ways too, she needed to build a team.

Bright Start was born from there, and with the support of our community and networks we grew quickly, always with our values as our North Star. We practice what we preach, so our team are approached with the same care and support that we approach our clients, families, and communities with. Our foundations of Authenticity, Connection, Collaboration, Empowerment, and Curiosity drive everything we do!

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. We are always welcoming of people who share our philosophy and values. If you'd like to become part of our team, we'd love to get to know you.



# What Our Team Says



We all know that it takes a village to raise a child, and we have the privilege of being involved in so many villages! What too often goes unsaid is that adults and professionals, we need a village too. Our village helps us be our best selves, support people in ways that fit with our values, and give back when we can. We invite you to come as you are, share your strengths, and in turn, benefit from the strengths of others.

Here's what our team have to say about working with Bright Start:



"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."

"The support, the environment, the goofiness, the slay vibes"

"Opportunity for creativity and innovation"

"That we care about the things worth caring about"

What is your favourite thing about working with Bright Start?

"The opportunity to be yourself without judgement, the support, occasional banter, and the collaborative environment"

"The unfailing support (both personal and professional) and ongoing dedication to growing and improving"

"The consistent support for our clients, their families, and everyone who works here regardless of what they are going through"

"The consistent support from everyone, the collaboration and passion and care for our clients"

"Co-workers authenticity"

"The care and investment in team satisfaction by 'management' (and colleagues)!"

"It's great! I feel at home when I'm at work. I can be authentically myself, and feel connected and supported"

"Team cohesion and collaboration"





# Working With Us

## 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 private spaces in addition to our collaborative space.

## 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





# Opportunities for Growth

It's your career, and where you take it is up to you! We are uniquely positioned as a small business to forge your path together. You could:

Clinical supervision

Make a profound positive impact by supporting others to build their skills and develop their careers

Leadership

Mentor others in their adventure

Drive industry change by leading our own team to success

Build on your passions and strengths

Clinical excellence

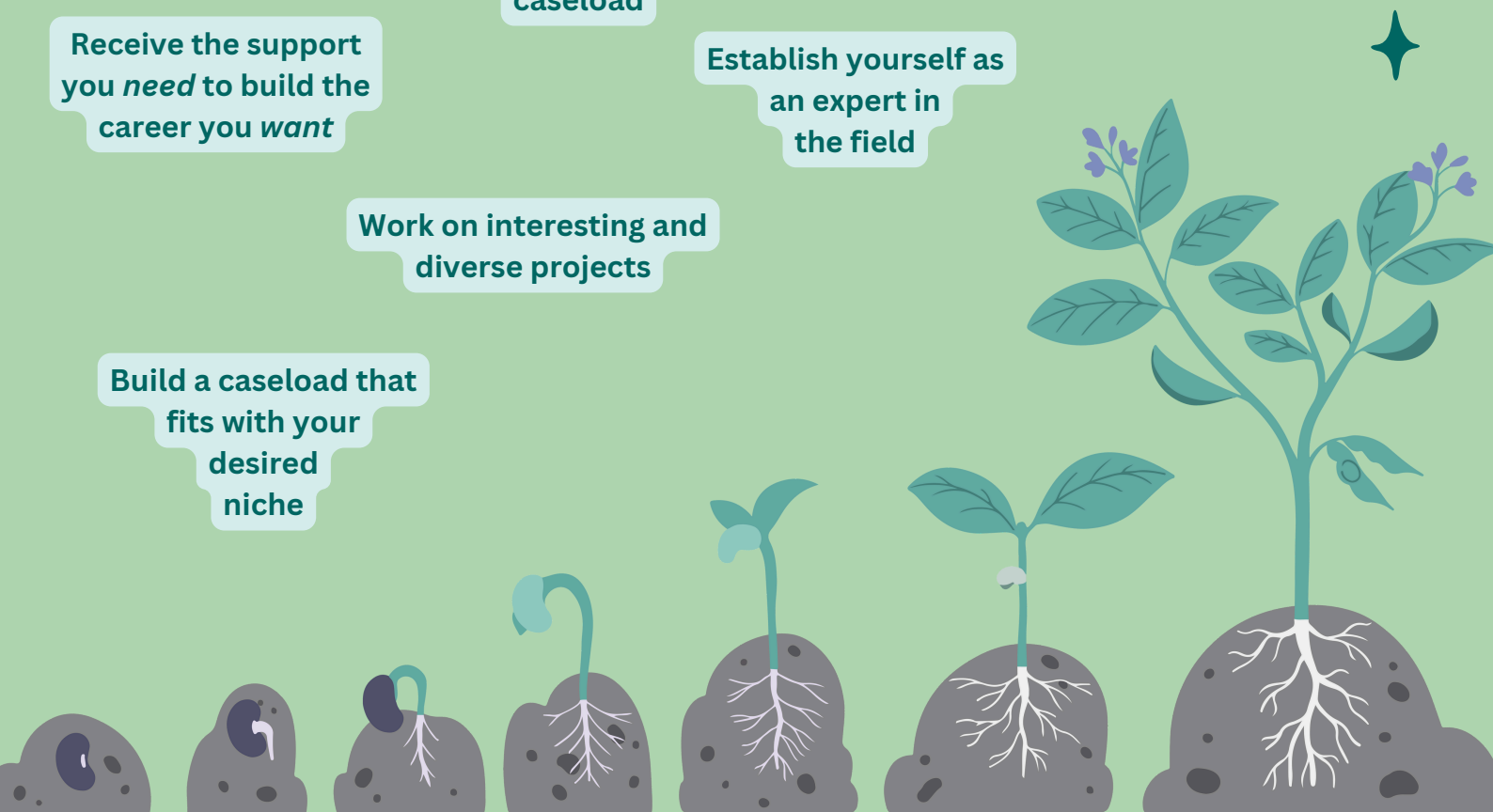
Keep things interesting with a varied caseload

Receive the support you *need* to build the career you *want*

Establish yourself as an expert in the field

Work on interesting and diverse projects

Build a caseload that fits with your desired niche





# The Adventure at a Glance

Do you want to feel valued, important, supported, and welcomed at 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 empowered to develop your career in alignment with your values, and empowering others to live their lives in accordance with their values

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

Being curious and adaptable in your work and meeting clients where they are

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

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

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**, or send your resume through to us on

**[admin@brightstartbehaviour.com.au](mailto:admin@brightstartbehaviour.com.au)**

