

Graduate Program Information Pack



rehab[®]
MANAGEMENT
putting people first

Make the *right* first step

We're delighted you are considering Rehab Management and the Arriba Group to start your career journey. As one of the most innovative health companies in Australia, you're certainly in good hands. Over the duration of your graduate role, you'll be working alongside some very talented and passionate colleagues with a wealth of experience who will provide you valuable insight along your career journey.



The Arriba Group is the parent company comprising of both Rehab Management and LiveBig. Created to give people their best opportunity in life, the company was founded in 1998. The Arriba Group is also home to AimBig Employment, a disability employment specialist organisation. Our success is underpinned by the commitment, dedication and passion our people have. Through constant and never-ending improvement, we innovate to raise the bar in our service delivery and outcomes for our customers, clients and participants.

Our Purpose

Empowering lives together

Our Vision

To be the **number one nation wide market leader** in occupational rehabilitation, employment, specialist allied health services and provider of choice to our customers and people.

Our Mission

To be Australia's **most progressive people-centric company** to achieve the best outcomes for all clients.

Our Values



Customer-focused

We deliver exceptional customer service for all those we deal with.



People-passionate

Putting people first. People are the core of everything we do.



Quality-orientated

Our solutions measure and deliver proven outcomes.



Innovation-driven

We challenge and disrupt to drive purpose-driven innovation.



Dynamic and agile

Forward-thinking keeps us ahead of the pack; we build fast, learn fast, adapt fast.

Working across our businesses

By accepting a graduate role with us, you will be placed at Rehab Management our occupational rehabilitation organisation and have the potential to also work at LiveBig an NDIS accredited Allied Health service provider.

A little bit about each business:



Rehab Management

Rehab Management was launched in 1998 and has an exceptional 25-year track record in the provision of tailored assessment services, return-to-work services, injury management and safety and wellbeing solutions to our private and public sector clients.

Rehab Management is one of Australia's top occupational rehabilitation companies.

Rehab Management at the heart is a people business, with our clients at the centre. Our multidisciplinary teams deliver a wide range of client centric tailored, services founded on the belief that every individual deserves the very best care and support after an accident or illness.



LiveBig

A sister company to Rehab Management, LiveBig was launched in 2019 as an accredited NDIS Allied Health provider.

Our goal is to simplify the process of accessing support services, at home, via telehealth and in the community. We offer a range of tailored services to best suit the needs and goals of our clients.

Graduate opportunities at Rehab Management

What is occupational rehabilitation?

Workplace Rehabilitation is the process of returning injured or incapacitated workers to previous employment or optimum status aligned with medical advice in a cost effective and timely manner.

It is a cost-effective, timely, and outcome focused service which aims to facilitate people returning to work.

What is a Rehabilitation Consultant?

A Rehabilitation Consultant (RC) is a person who provides rehabilitation services to help employees with injuries or illness to recover or return to work (RTW).

RCs are Allied Health providers with the expertise and qualifications in line with the conditions stipulated under ASORC or AHPRA and the National Consistent Approval Framework for Workplace Rehabilitation Providers developed by the Head of Workers Compensation Authorities (Australia and New Zealand).

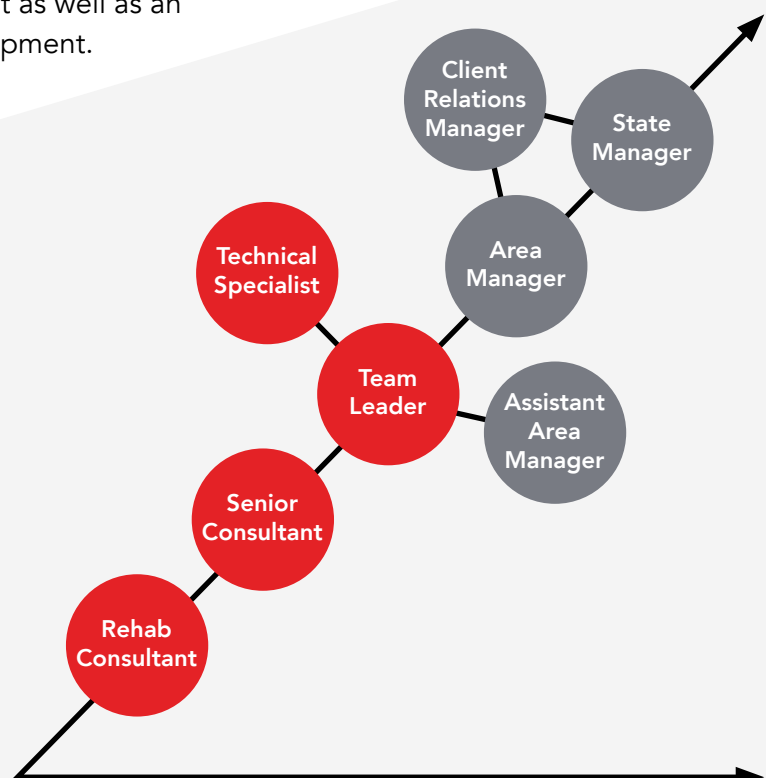
RCs focus on utilising a bio-psychosocial approach in relation to injury management and RTW.

RCs are an objective and neutral third party who advocate for recovery and return to work to improve outcomes for all stakeholders.

What career opportunities can you expect in occupational rehabilitation?

The sky is the limit when it comes to a career in occupational rehabilitation. The typical trajectory follows the below path but by working with the Rehab Management business, the scope for opportunity and challenge completely varies dependent on your individual career goals.

In addition to Rehab Management, we also offer Allied Health specialist roles at our sister company LiveBig. There is great opportunity to get involved in projects relating to your areas of interest as well as an extensive program for training and development.



What you can expect from our graduate program

A graduate role with us provides a unique opportunity to be part of creating future success for a Nationally Accredited Workplace Rehabilitation Provider that is committed to going further in all aspects of its business, while helping to build a better world.

Our graduate program is designed to build the capability of university graduates through industry-specific training, professional development and networking opportunities as you consolidate the theory you've learned and put it into practice in a real employment situation.

Kick start your career

As a graduate, you will be offered the best start to your career in occupational rehabilitation with a best practice Allied Health organisation. As part of the program, we provide support, training, and career pathway opportunities. There is also the potential option to work in our accredited NDIS provider LiveBig.

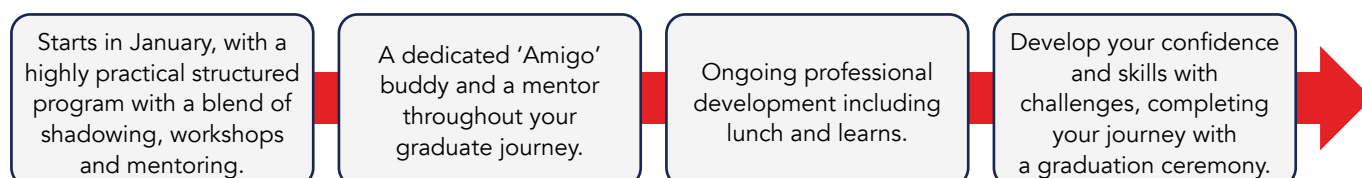
Your next step is to apply if you are a:

- ✓ Occupational Therapist
- ✓ Psychology
- ✓ Rehabilitation Counsellor
- ✓ Exercise Physiologist
- ✓ Social Worker

What to expect in your graduate journey

Applications open and recruitment begins mid-year, with Graduate Academy programs commencing in late January.

The Graduate Academy is a 12-month structured pathway, including: a comprehensive induction program, formal learning, on-the-job shadowing, mentoring and professional development and training. Supported by expert practitioners, leaders, and a buddy prior to starting, you are set up for success in your role and have career pathways across the Arriba Group.



eligibility

for our graduate program

- ✓ Have you graduated from an Allied Health degree in one of the disciplines above; and
- ✓ You will successfully undertake a competency assessment and an online scenario-based assessment and interview.



“

I love the flexible working conditions and never ending support. ”

Dinka, Rehab Management

What are the services we offer?

Rehab Management offers a range of services Australia-wide, including:

- Ergonomic assessment
- Case management
- Workforce assessment
- Initial assessment
- Functional capacity assessment
- Vocational assessment
- Medical case conference
- New employer programs
- ADL assessment
- Psychological assessment
- Work trial
- Medico Legal

These services are offered across a variety of industry and commercial lines. Which means a variety of work and the options to learn about different legislative frames works.

At the heart of our approach is that we are people centric, and we tailor our services to deliver efficient and effective services through improved quality and performance.



Corporate Health

We provide services for businesses taking care of their employees' wellbeing to ensure a happy, healthy, more productive workforce.



Motor Vehicle

We work across all State and Territory schemes supporting the rehabilitation of individuals who have been involved in a motor vehicle accident.



Workers' Compensation

Cost-effective, timely and proactive solutions are at the heart of our Workers' Compensation rehabilitation service.



Comcare

It is our mission to ensure both self-insured organisations and Australian Public Service employees receive the best assistance when it comes to occupational rehabilitation and wellbeing services.



Military

Rehab Management provides military rehabilitation services and help individuals return to civilian life as quickly as possible.



Life

Our team of consultants work to a high standard to provide tailored services for life insurers and their members.



Disability Assessment Services

We provide assessment services for people living with a disability.

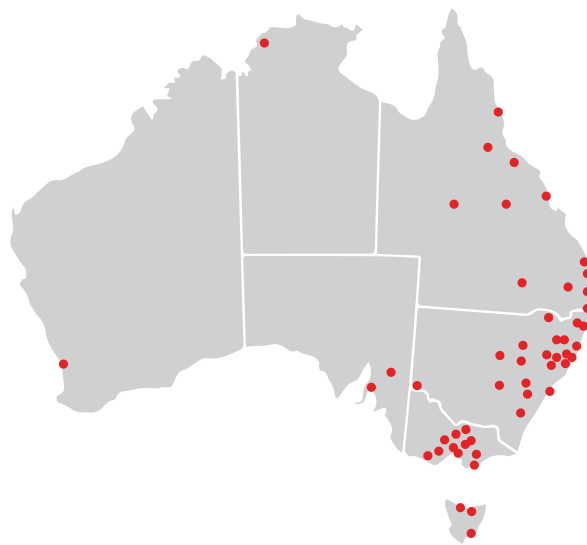
What makes our services different?

Our purpose is “Empowering lives together”, being customer centric at heart.

When you join Rehab Management you will be joining an organisation that been consistently recognises through awards for its innovation in service delivery, use of AI, and data and digital platforms and services. If this excites you Rehab Management and Arriba Group is the place for you.

Where are we located

We have over 45 offices in both metro and regional areas, for you this means you have the opportunity to be able to move around Australia if you have the interest.



listen



to what our previous graduates say

Benefits when joining the Arriba Group



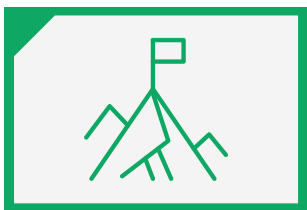
Financial

- ✓ Salary
- ✓ Salary benchmarking
- ✓ Humanforce Thrive (early access to your pay)
- ✓ Super salary sacrifice
- ✓ Novated leases
- ✓ Recruitment referral bonuses – support you to hire the best colleagues.
- ✓ Paid parental leave
- ✓ STI Plans for Service Delivery Teams
- ✓ Cover the cost of mileage and tolls for LiveBig staff



Community

- ✓ Community Days – one day to give back as a team or individually.
- ✓ ADF reservist leave
- ✓ Indigenous Participation Plan for AimBig Employment
- ✓ Member of the Diversity Council of Australia
- ✓ Member of the Client and Health Alliance (CAHA) – Australia's peak body on health and climate change
- ✓ National Indigenous Steering Committee (NISC) internal working group



Career

- ✓ Study leave
- ✓ Inhouse training
- ✓ Annual professional development allowance
- ✓ Acting roles
- ✓ Succession and career planning
- ✓ The "Grad Academies"
- ✓ Formal two-way reviews
- ✓ Promote internally first
- ✓ Student placements



Work

- ✓ Flexible work where we can offer it / working from home or in the office*
- ✓ Employee Assistance Program
- ✓ Work from any office for a week – while you can't just up and go – speak to your manager. We have over 150 offices in Australia, if it works for your team we would love to see you in another one.



Additional perks

- ✓ YouDays – a day a quarter to focus on health and wellbeing, family, friends or just you.
- ✓ Paws Leave – one extra day a year to look after your furry family member.
- ✓ Gracias Wellbeing Centre (Move, Munch, Money and Mind)
- ✓ Gracias discounts – saving and cashback across daily essentials (petrol/groceries) to treat holidays and splurges
- ✓ Peer-to-peer recognition through Gracias
- ✓ Work anniversaries celebrated through Gracias
- ✓ Annual and quarterly awards

apply now!



for our graduate program

Join an *award winning* organisation

2023

- Deborah Shand, Rehab Management, Finalist – Allied Health Awards, Educator Excellence Award
- Dominique Higgins, Rehab Management, Finalist – Excellence in Personal Injury and Disability Management Awards
- Finalist, iAwards
- Marcella Romero, Group CEO, Finalist – EY Entrepreneur of the Year

2022

- Arriba Group ranked #1 – AFR Best Place to Work Award – Health Company
- Arriba Group ranked #10 – AFR Most Innovative Company Award – Health Company
- CEO of the Year Winner, Marcella Romero – Executive of the Year Awards, (CEO Magazine ANZ)
- Entrepreneur of the Year Winner, Marcella Romero – Executive of the Year Awards (CEO Magazine ANZ)
- Rehabilitation Counsellor of the Year Winner – Allied Health Awards
- Occupational Therapist of the Year Finalists – Allied Health Awards
- Outstanding Contribution by an Individual Finalist – Personal Injury Education Foundation (PIEF) Awards
- Consultant of the Year Finalist – Australian Defence Industry Awards
- Business Engagement Award Winner – Business Disability Awards
- Employment and Training Excellence Award Finalist – Dalby Business Excellence Awards (Dalby Chamber of Commerce and Industry)

2021

- Arriba Group ranked #2 – AFR Best Place to Work Award – Health Company
- Arriba Group ranked #4 – AFR Most Innovative Company Award – Health Company
- Collaboration in Injury & Disability Management Award – Personal Injury Education Foundation (PIEF) Awards
- Early Intervention Award Finalist – Comcare National WHS Awards
- Veteran Support Program of the Year – Australian Defence Industry Awards
- CEO of the Year Finalist, Marcella Romero – Executive of the Year Awards, (CEO Magazine ANZ)

2020

- Arriba Group ranked #1 – AFR Most Innovative Company Award – Health Company
- Arriba Group MD of the Year Award – CEO Magazine Executive of the Year Award
- Marcella Romero, Group CEO, Women in Leadership Award – Australian Growth Company Awards
- Marcella Romero, Group CEO, selected from nine countries across Asia Pacific (and one of four Australians) for the prestigious EY Entrepreneurial Winning Women global program for high-potential women entrepreneurs with know-how, connections, and community
- Rehab Management, icare NSW Industry Champion CASE (Excellence & Innovation in Injury Management) Award
- Linda Byrnes, Rehab Management, icare NSW Industry Champion CASE 2020 in the Outstanding Care & Service (Rehabilitation & Support).