

KIESER

YOUR KIESER

EXERCISE PHYSIOLOGY CAREER



OUR VALUES

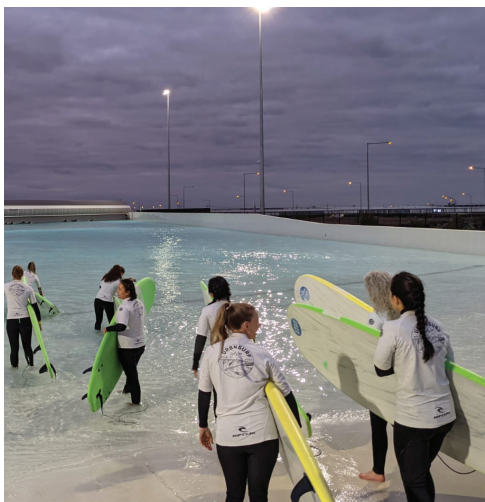
At Kieser we are proud of the culture we have created. The foundations of this culture sit at the heart of the Kieser team. Below highlights how we support and develop our growing team.

At Kieser our mission is to build a stronger Australia and we strive to achieve this through our guiding values:

RELIABILITY

IT'S ALL ABOUT OUTCOMES

GROWING PEOPLE, GROWING TEAMS



**HUGH DEGARIS**

Principal Exercise Physiologist at Kieser Geelong

"I graduated from University in 2015 and after undertaking several roles within private practice, health promotion and the return to work field I joined Kieser in 2020 as an experienced Exercise Physiologist.

The appeal at the time was the ability to challenge and grow further as a clinician, whilst also growing as an individual with the opportunities that were evident within the Exercise Physiology space here at Kieser.

Since 2020 Kieser has supported my growth through ongoing mentoring, regular professional development and leadership workshops. I am now in the fortunate position where I have been placed as the first Regional Exercise Physiology lead overseeing a team of Exercise Physiologists across the Bellarine. This would not have been possible without the growth & learnings I have experienced over the past two years whilst being a part of the Kieser team."

THE KIESER ENVIRONMENT

At Kieser, we have modelled our clinical environment on that of elite sport.

Along with designing exercise and physical activity programs; our clinicians have access to an array of specialised rehabilitation and strength and conditioning equipment to call upon to progress clients overall health outcomes.

Like elite sport, our Exercise Physiologists collaborate with a team of Physiotherapists and Exercise Scientists to extend outcomes beyond just rehabilitation to preventative health and wellness.

For us, it's all about client outcomes.



PERSONAL DEVELOPMENT

Professional Development and ongoing education is part of our commitment to your career progression.

A standard inclusion in our salary packages is a \$1000 allowance for you to spend on external courses to aid in your development. This professional development allowance is ongoing and available for you to spend each year of your employment at Kieser.

Kieser personal development also includes:

- Weekly 1 on 1 Mentoring
- Weekly EP Group Meetings
- Quarterly Masterclass
- Kieser Conference



**NICOLE SHUE**

Exercise Physiologist at Kieser Malvern

"My Kieser journey started in 2014 as an Exercise Science placement student. This was a great opportunity to work within the health care industry and be mentored by experienced clinicians. From my placement; I was fortunate to be offered a graduate position.

Whilst studying my Masters of Clinical Exercise Physiology the team at Mont Albert were extremely understanding and flexible about my study commitments. This is just one example of how Kieser helps you strive for career progression and professional development. Making my career goals known to my clinic leader; we were able to take the steps needed to get me there.

I've been given numerous opportunities within the company including becoming a partnership coordinator, working at different clinics, learning how to build medical partnerships, presenting to Kieser members and the wider community, training new staff and collaborating with fellow Exercise Physiologists to develop and design new group classes. I have been at Kieser for 7 years and find that everyday provides a new opportunity"

WELLBEING

AT KIESER

We are passionate and committed to looking after the wellbeing of our staff. We acknowledge that in order to achieve the client outcomes we desire, we need to ensure our team are looking after themselves.

As part of the Wellbeing Program Kieser contributes up to \$200 each year towards supporting your wellbeing. This support can be utilised with complete confidentiality. In addition to this, Kieser also offers all team members 1 day of Kieser recharge leave and a half day of birthday leave.

It has never been more important for our staff to feel they are achieving work life balance. Kieser supports our teams by offering flexible hours, 1 hour lunch breaks and the entire Kieser network to support you through your career journey.



**\$200 WELLBEING
PROGRAM**



**RECHARGE AND
BIRTHDAY LEAVE**



**1 HOUR LUNCH
BREAKS**

BENEFITS

AT KIESER

As a member of the team at Kieser you have the opportunity to train using our state-of-the-art strength and conditioning facility without charge. You are also entitled to concessional fees for family members on both physio and memberships.

- One free membership for a family or friend
- 20 days annual leave for full time employees (pro rata for part time staff)
- 10 days personal/carers leave
- 12 weeks paid parental leave for primary carer and 2 weeks paid leave for secondary carer.

PARENTAL LEAVE POLICY



CULTURE

AT KIESER

The team at Kieser are like one big family.

Each clinic has designated Kulture Captains that organise clinic level and Kieser wide social events. Each year Kieser hosts a Winter Ball, Kieser Goes Coastal, Christmas parties and quarterly master classes (just to name a few).

We are passionate about the culture we have fostered at Kieser and believe it has stemmed from hiring staff that possess a growth mindset that are passionate about creating great outcomes for our clients.



95%

of Kieser team members
recommend Kieser as a great
place to work

*Results taken from Kieser Kulture Wellbeing
Pulse Aug 2021*

92%

of Kieser team members
believe that their leader
generally cares about their
wellbeing

*Results taken from Kieser Kulture Wellbeing
Pulse Aug 2021*



94%

of Kieser team members can
see how the work they are
doing is making a difference

*Results taken from Kieser Kulture Wellbeing
Pulse Aug 2021*

CAREER

PROGRESSION

- Bi-annual career planning meetings with leadership team to evaluate and set goals
- Clinical and non-clinical leadership opportunities
- Equity partnership opportunities
- With 23 locations across Australia, and 4-5 new clinics opening every year, Kieser can take your career to all parts of Australia with ongoing relocation opportunities



OUR CLIENTS AND PARTNERS



Our clients range from 9 to 90+ years of age. Clients seek our assistance for the management of:

- Chronic health conditions
- Acute injuries
- Chronic pain
- Pre and post operative care
- NDIS
- Pre and post-natal care
- Occupational injuries

Our Partners



PHYSIO +
STRENGTH
TRAINING

THE SCIENCE OF KIESER