Treehouse Queanbeyan Graduate Program

We are growing confident practitioners to see every family valued and every journey supported.

Who are we?

Treehouse is a community-based, not-for-profit, Early Intervention specialist NDIS provider supporting children with developmental delays, disability and neurodivergent experiences, as well as their families and carers. Our approach is family-centred, strengths-based and neuro-affirming. We recognise that every child is different, every family has its own story, and meaningful progress looks different for everyone.

Why Treehouse?

Treehouse offers an excellent environment for graduates to develop and refine their paediatric allied health skills, while gaining valuable experience in parent coaching and family-centred practice. Our multidisciplinary team includes experienced senior Occupational Therapists, Speech Pathologists, Teachers, psychology-trained practitioners and Social Workers, all bringing a wealth of knowledge and practical experience to share with graduates who are eager to learn and grow.

Supporting more than 400 clients each year, Treehouse provides graduates with exposure to a diverse range of presentations, needs and family circumstances. This creates valuable opportunities to broaden clinical knowledge, strengthen practical skills and develop the confidence to support children and families across a wide range of developmental and support needs.

As a not-for-profit organisation, Treehouse exists to serve children and families, rather than to generate profits for owners or shareholders. This shapes the way we work. Our focus is on delivering meaningful outcomes, building trusting relationships and responding to the individual needs of each child and family. While financial sustainability is essential to ensuring we can continue delivering our services, it is a means of supporting our purpose, not the purpose itself.

For graduates, this offers an opportunity to develop their practice in an environment where client needs, family priorities and ethical clinical decision-making remain central. We value

thoughtful, evidence-informed practice and recognise that meaningful progress does not always fit neatly into a set number of sessions or a standardised service model. We strive to work alongside families, understand their circumstances and provide support that is relevant, respectful and responsive to their goals.

At Treehouse, you will be part of an organisation that values both clinical excellence and genuine human connection. You will have the opportunity to grow as a practitioner while contributing to a service where success is measured not simply by activity or income generated, but by the difference we make in the lives of children and families.

Program duration: 12 months

Location: Queanbeyan, NSW, with opportunities to support children and families across the surrounding region

Who can apply: Recent graduates (within 2 years of graduating) and final-year students approaching completion of an eligible allied health qualification.

Employment type: Paid graduate employment opportunities, subject to position availability and individual discipline requirements.

Perks: We pay above award wages. We offer 5 weeks paid holidays per annum. Supervision is extensive, including paid external supervision, training courses, internal supervision, and multi-disciplinary team learning.

About the Program

1. Transition in

Starting your career in allied health is an exciting opportunity, but transitioning from university into professional practice can also feel overwhelming. At Treehouse, we want to make that transition a positive one.

Our Allied Health Graduate Program is designed for emerging practitioners who are passionate about working with children, supporting families and helping every child participate, connect and thrive.

Our graduate program provides an opportunity to build practical skills, develop clinical confidence and learn from experienced practitioners in a supportive, multidisciplinary environment.

We are looking for graduates who are curious, compassionate, reflective and eager to learn — people who want to make a difference while developing into capable and confident allied health professionals.

2. Who can apply?

We welcome applications from graduates and final-year students in relevant disciplines, including:

- Occupational Therapy
- Speech Pathology

- Social Work
- Psychology
- Developmental Education
- Other relevant allied health or early childhood intervention disciplines.

Applicants should have completed, or be close to completing, a relevant tertiary qualification and meet the registration, professional membership or eligibility requirements applicable to their discipline and position.

You do not need to know everything when you start. We value a willingness to learn, openness to feedback, a commitment to reflective practice and a genuine interest in supporting children and families.

3. What will the program offer?

Structured professional development

Your first year will be supported by a structured development plan, with learning goals tailored to your discipline, experience and professional requirements.

The program will focus on developing the practical knowledge, skills and confidence needed to transition successfully into professional practice.

Clinical supervision and mentoring

You will have access to discipline-appropriate clinical supervision and support from experienced practitioners, with opportunities to discuss cases, reflect on practice, seek guidance and develop your professional judgement.

You will be encouraged to ask questions, learn from challenges and build confidence in a safe and supportive environment.

Multidisciplinary learning

At Treehouse, we recognise the value of different professional perspectives. You will have opportunities to learn alongside practitioners from other disciplines, participate in multidisciplinary discussions and develop an understanding of how collaborative practice can improve outcomes for children and families.

Supported clinical practice

As your confidence and competence develop, you will progressively take on clinical responsibilities appropriate to your experience, qualifications and professional scope of practice.

This may include participating in assessments, contributing to intervention planning, supporting individual and group programs, communicating with families and collaborating with early childhood education services and other professionals.

All responsibilities will be undertaken with appropriate supervision, delegation and support.

Learning beyond the clinic

Working with children and families involves more than delivering therapy. You will develop an understanding of family-centred practice, early intervention, goal setting, documentation, outcome measurement, professional boundaries, safeguarding and the practical requirements of delivering services within the NDIS environment.

You will also gain insight into the challenges and opportunities facing children and families accessing supports across regional communities.

4. Your first 12 months

The program will be tailored to each graduate's discipline and development needs. The following provides a guide to the proposed structure.

Months 1: Orientation and foundations – No billable hours required.

- Introduction to Treehouse, our values, programs and service delivery model.
- Orientation to child safety, safeguarding, privacy, documentation and relevant NDIS requirements.
- Introduction to neuro-affirming, strengths-based and family-centred practice.
- Supported participation and development of an individual learning plan.
- Establishment of supervision arrangements and professional development goals.
- Observation of client work through other practitioners – no need for your own one-on-one work until you're ready.

Months 2–6: Building confidence – Low to moderate billable work commences

- Progressively undertake clinical responsibilities within your scope of practice. Start seeing clients.
- Develop skills in assessment, intervention planning, documentation and family communication.
- Participate in multidisciplinary discussions and collaborative service delivery.
- Review progress against your learning plan and identify further development needs.

Months 7–9: Developing independence – confidence to achieve moderate billable hours

- Build confidence in clinical reasoning, prioritisation and evidence-informed decision-making.
- Manage an appropriate level of clinical responsibility with access to supervision.
- Contribute to group programs, family education or early intervention activities where relevant.
- Strengthen collaboration with families, educators and other professionals.

Months 10–12: Consolidating practice – supported to achieve expected billable hours.

- Demonstrate progress towards agreed professional development goals.
- Reflect on clinical outcomes, feedback and areas for continued growth.

- Identify future training, supervision and career development priorities.
- Participate in a formal end-of-program review and discuss ongoing employment and development opportunities.

Progression through the program will be based on demonstrated competence, individual development and professional requirements, rather than time alone.

5. What makes Treehouse different?

At Treehouse, we believe good allied health practice starts with relationships.

We work with children and families in ways that recognise their strengths, respect their experiences and support meaningful participation in everyday life. Our multidisciplinary team brings together different skills and perspectives to support each child's development and each family's journey.

As a graduate, you will have the opportunity to:

- Build your career in a community-based organisation with a strong focus on children and families.
- Learn in a multidisciplinary environment where collaboration matters.
- Develop your skills in early intervention and neuro-affirming practice.
- Contribute to individual therapy, group programs and family support initiatives.
- Understand the practical realities of working with families navigating disability and developmental support systems.
- Make a tangible contribution to the local community while growing your professional identity.

We also recognise that graduates bring fresh perspectives, new ideas and current knowledge from their studies. We want our graduates to feel comfortable contributing ideas, asking questions and helping us continually improve the way we work.

6. Who are we looking for?

We are interested in graduates who demonstrate:

- A genuine commitment to improving outcomes for children and families.
- Respect for neurodiversity, individual differences and family choice.
- Strong communication and relationship-building skills.
- Curiosity, initiative and a willingness to learn.
- The ability to reflect on feedback and apply learning to practice.
- A collaborative approach to working with colleagues and other professionals.
- An understanding of professional boundaries, ethical practice and child safety.

Previous experience working with children, families, disability or community services is desirable but not essential. We are interested in your potential, values and willingness to develop.

7. What are the employment arrangements?

Successful applicants will be considered for paid graduate employment opportunities within Treehouse, subject to available positions and service needs.

We pay above award wages, offer 5 weeks holidays per annum, and pay for supervision and training. Employment arrangements, remuneration, working hours, supervision, professional development support and any applicable registration or professional membership requirements will be discussed during recruitment. Billable hours expectations increase as you move through training.

Applicants must meet the relevant employment screening and professional requirements for their role, including applicable Working with Children Check and NDIS Worker Screening requirements.

The graduate program is intended to support the development of practitioners who may continue to build their careers with Treehouse beyond the initial 12-month program, subject to organisational requirements and mutual agreement.

8. How to apply

We invite applications from graduates who want to build a meaningful career supporting children and families.

To apply, please submit:

1. Your current resume.
2. A cover letter outlining your qualification, interest in working with children and families, and why you would like to join Treehouse.
3. A brief response to the following question:

"What does good allied health practice look like to you, and how would you contribute to a supportive, family-centred and neuro-affirming team?"

Please include your anticipated graduation date, relevant placement or work experience, and any applicable professional registration or eligibility details. **Please submit via email to ceo@treehouse.org.au**

Shortlisted applicants will be invited to participate in an interview to discuss their interests, values, learning goals and suitability for the program.

At Treehouse, our mission is to see every family valued and every journey supported. We invite you to be part of that journey. **Join Treehouse and take the next step in your allied health career!**