



Therapy Matters

come make a difference with us



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OUR VISION

To be a centre of clinical excellence in speech pathology that makes a difference for clients and staff to flourish in happy, connected and communicative lives.

making a difference... one word at a time.



OUR MISSION

To provide a welcoming, family friendly clinic that supports dedicated staff to provide high quality communication, feeding and literacy therapy where we are passionate about building long-term relationships, we thrive on helping others achieve their ultimate potential and we proudly support adults with complex communication needs.

1995 – 2025

“Over 9000 clients have walked through our doors for our 30 years and they have been our biggest teachers.”

Meet Our Team



Tania



Rachel



Jacqui



Martine



Jen



Olivia



Georgia



Stephanie



Sophie



Caitlyn



Sarah



Kate



Lara



Jacinta



Colette



Michelle



Kate



Sharon



Elle



Lillie



Liah



Mariana

Be part of our 30+ year legacy on the Gold Coast

Where we have a team of 22 talented women, including:

- A Director and Principal Speech Pathologist
- 2 Senior Speech Pathologists
- 2 Clinical Leader Speech Pathologists
- 3 Project Leader Generalist Speech Pathologists
- 2 Generalist Speech Pathologists
- 3 Early Career Speech Pathologists
- 1 Child & Family Keyworker
- 4 Therapy Assistants
- 4 Client Care Team Members

“Our goal has always been to empower every child to connect, be seen, heard and valued as their authentic self”

WHY US?

OUR TEAM CULTURE

Our workplace culture is one of sharing and caring. We love being around others that are humble in their knowledge, happy to share where they can and comfortable ask for help when they need it. We build lots of opportunities into our week to get our team time to connect, build relationships and have some fun! Our team are dedicated to learning by doing, watching and collaborating and at their absolute heart is a dedication to clinical excellence and making a difference in the lives of clients. Our team has new graduate clinicians, early career generalists, clinical leader experienced clinicians with generalist and specific caseloads (e.g. disability, AAC and stuttering) as well as senior speech pathologists. We also have external mentors for help in particular interest areas (e.g. PROMPT).

OUR LEADERSHIP COLLABORATIVE

Our Senior Therapists, Clinical Leaders and Project Leaders all have between 5 and 34 years of experience as a speech pathologist. Our Senior Therapists with supervision responsibilities have had training with Michelle Bihary to now support clinicians to flourish in their life-long learning. Our Clinical Leaders bring decades of experience to their roles in our much valued Clinical Matters discussion groups. Our Project Leaders support the care, culture and social needs of the team as well as champion our parent matters initiatives.



OUR DIRECTOR

Tania Teitzel is a compassionate, dedicated and collaborative leader keen to inspire the next future speech pathology clinical leaders. For 30 years she has been at the helm of Therapy Matters with her highest priority to build a humble, collaborative and supportive team of therapists absolutely dedicated to the pursuit of clinical excellence. Tania invests time and care in her team. She genuinely cares for their welfare and the attainment of their personal and professional goals.



OUR CLINIC

Therapy Matters has a 30-year history of providing private speech pathology services to families on the Gold Coast and Northern NSW. Our 13 speech pathologists have over 130 years of collective wisdom and have been with us from 1 to 18 years. Many of our staff have returned to our practice after periods of maternity leave. We also have a history of employing staff who have successfully combined casual or part-time work at Therapy Matters with other employment in the public sector. Our therapists provide services on the Gold Coast and Tweed, at our Burleigh clinic and our rural Murwillumbah clinic as well as full and half day services to over 6 schools. Therapy Matters is a registered provider with the NDIS.

Therapy Matters together with Kids and Community Occupational Therapy and Dr Karen Plant Psychology are founding members of Therapy Connect Alliance which provides an allied health team for vulnerable families in Murwillumbah NSW under a Communities for Children government grant.

Our accredited key word sign presenters run regular workshops in the KWSA training pathway. We also run workshops on other topics for child care centres, schools and communication partners.

OUR CLIENTS

We are a predominantly paediatric private practice (0-18 years of age) but we do provide continuing, transition services to young adults with disabilities. Our caseload covers a broad generalist caseload of speech, language, fluency, feeding and literacy difficulties. We are proud to have dedicated our clinic through its history to the support of children with disabilities. Therapists will have their client caseload tailored to their interests, experience, skills and professional development in our extensive Matching Matters process which carefully matches clients to therapists for impactful outcomes.



OUR ROOMS

Our clinics are bright, friendly and welcoming with playful waiting rooms and large treating spaces.

Our Burleigh clinic has a large reception space with an art gallery showcasing artists with disabilities. It also has 8 treating rooms, a group room, a staff room, a plant-filled balcony, multiple storage rooms and a collaborative work space. All rooms have windows for natural light except three rooms which have skylights to the outside world and wall-mounted plant frames. Each room in Burleigh is named after a famous person with a disability.

Our Murwillumbah clinic has a cosy reception space with aboriginal artworks, 3 treating rooms, a family meeting room, a group room, a staff room and multiple storage areas. All rooms have windows for natural light.



OUR SURROUNDS

Therapy Matters has two clinics both nestled in environments that are valued by our team, delicious café precincts and nurturing physical surrounds with nearby parks. Our West Burleigh clinic sits alongside the scenic Tallebudgera Creek and our Murwillumbah clinic is alongside the Tweed River with views to Mt Warning.

Our client care team take care of all the appointments, bookings, payments, report proofing, customer service and so much more seamlessly behind the scenes so that you can focus on the work that you do best, helping your clients.

On-site and off-street parking is available and convenient at both clinics.



WHY YOU?

GROW YOUR CAREER

- ✓ Clinical practice and leadership career pathways
- ✓ Access supervision from clinicians trained to an advanced level under the Michelle Bihary Framework
- ✓ Industry leading professional development opportunities
- ✓ Project leadership opportunities
- ✓ Leadership PD opportunities

LIVE YOUR BALANCED LIFE

- ✓ Flexible work arrangements
- ✓ Person-centred career development based upon your goals & stage of life
- ✓ A focus on self-care, health and well-being
- ✓ Employee Assistance Program
- ✓ Workplace Yoga

COLLABORATE AND CONNECT

- ✓ Have meaningful, long term relationships with clients and families
- ✓ Connect with like-minded clinicians who love to share, network, help others and build a fabulous workplace culture
- ✓ Collaborate with a wider team of talented allied health clinicians through our Therapy Connect Alliance partners
- ✓ Work with therapy assistants (SLP Uni students) and contribute to the future growth of our profession

BE VALUED AND SUPPORTED

- ✓ Supportive, caring and stimulating workplace
- ✓ Helpful and friendly administration team
- ✓ 3-monthly team-building days for planning, reflection, recognition and inspiration
- ✓ Above award salary
- ✓ Realistic billable hours
- ✓ Monthly team social events

BE AN AWESOME CLINICIAN

- ✓ With a wealth of assessment tools, therapy materials, toys and technology at your disposal
- ✓ Tailored caseload to match your interests and scope of experience
- ✓ 1:1 weekly supervision sessions for early career clinicians and fortnightly for all other clinicians.
- ✓ Twice weekly clinical matters discussion groups and weekly early career support groups
- ✓ Therapy Matters clinical practice guidelines to guide outcomes

MAKE A DIFFERENCE

- ✓ Ensure quality, meaningful outcomes for clients with high quality services.
- ✓ Join an organisation that is dedicated to corporate philanthropy supporting vulnerable families as needed.
- ✓ Be part of an ethical, sustainable and flourishing allied health business.
- ✓ Join the team that was a finalist in the 2024 Australian Allied Health Awards for Paediatric Team Excellence, Allied Health Team Culture Speech Pathologist of the Year and Therapy Assistant of the Year



OUR BENEFITS

- ✓ **9-day fortnight** standard (full-time)
- ✓ **Above Award** Salaries
- ✓ Longevity Loyalty **Bonuses**
- ✓ Flexibility to design days, roster times, appointment times & break times **just as you like**
- ✓ **Public Holiday swap** options when your RDO falls on a designated day (full-timers)
- ✓ **\$1500 Professional Development** Allowance every year (full-time)
- ✓ **+\$1000 Start up PD Allowance** for new clinicians for training such as PROMPT, Sounds-Write or Hanen.
- ✓ **Unlimited** days to attend PD
- ✓ Additional **complimentary in-house** PD opportunities (e.g. Key Word Sign)
- ✓ External Mentor in **PROMPT**
- ✓ Workplace **Yoga**
- ✓ **Birthday** cake & gift
- ✓ Employee **Assistance** Program
- ✓ 3-monthly **team days**
- ✓ Monthly **social events**
- ✓ Twice weekly clinical discussion **groups** by experienced clinicians
- ✓ **1:1 Supervision** weekly (early career) to fortnightly/monthly (experienced clinicians)

NEW GRADUATES

Why start your career with us?

- ✓ We've welcomed New Grads for over 15 years
- ✓ Graduated & capped caseload up to 4/day for up to 2 years
- ✓ Specially selected caseload to match skill set & confidence
- ✓ Stepped & supported assessment demands, just right for you
- ✓ Allotted time each week for admin and planning
- ✓ Early Career Clinical Matters Support Group
- ✓ In-house training (e.g. in key word sign)
- ✓ 1:1 Supervision with Senior Clinician
- ✓ Onboarding Program first 6 months
- ✓ Observation of other therapists
- ✓ Report writing coaching
- ✓ Compassion and experience in knowing what your journey will look like in transitioning from student to clinician

CAREER DEVELOPMENT

Why trust your us for your ongoing career journey?

Our experienced supervisors will put you in the driver's seat of your lifelong learning, enhancing your reflection skills to continue extending your clinical, professional, organisational and leadership skills (of self and others) as well as your well-being..

Each year the Principal Speech Pathologist/Director will meet with you to map out your next steps in your career through our iMAP (iMatter Personal & Career Development Plan) pathway.

Within our team, there is opportunities for laser focus in certain clinical areas and career pathways for supervision, student clinical supervision, leadership, project management, service development and training.

We are proud to celebrate that 75% of our team started out as new grads in our clinic and have stayed to grow their career due to our strong culture together with our dedication to excellence and lifelong learning.



