



A CAREER
WITH A VIEW

Clinical Placement

Information For Students - 2019/2020

Specsavers

Transforming eye health



OUR VISION

To be the fastest growing, most innovative, trusted and dynamic consumer healthcare business.

OUR PURPOSE

Together with our partners, to passionately provide best value optometry, audiology and other healthcare services to everybody, simply, clearly and consistently, exceeding customer expectations every time.

OUR VALUES

Treat people as we would like to be treated ourselves. We are passionate about:

- Our Customers
- Our People
- Partnership
- Communities
- Results

What we do to set you up for success

At Specsavers, we are passionate about Optometry Development and provide you with a structured and supportive environment for your Clinical Placement experience.

Before you start

- Profile matching of students with mentors
- Specsavers Orientation (2 day session for retail and professional training)
- Online pre-work

When you start

- Structured Specsavers on-boarding program
- Mentorship throughout the 25 weeks of clinical placement
- Active follow-up and support from Specsavers Graduate Recruitment & Development team
- Financial support for regional placements
- Complimentary flights home at Christmas & Easter for students undertaking regional placements
- Face to face student forum at Christmas & Easter at Specsavers support office

When you finish

- Priority access to Specsavers Graduate positions
- Direct entry into the Specsavers Graduate Program
- Guaranteed mentorship from experienced primary and secondary mentors in your store, and within the Specsavers community
- Exposure to a variety of professional events, CPD and experiences to enrich your professional career

Beyond the Graduate Program

- Pathway is Specsavers development program that prepares Optometrists for store ownership
- Opportunities for ongoing clinical education
- Opportunities for post graduate business and leadership training
- Outreach programs



With mentorship from an experienced optometrist, the Specsavers Clinical Placement Program provides students with a robust real-life clinical experience starting with an orientation for both students and supervisors to ensure students feel prepared and supported throughout the journey.



A structured, two-year program that develops your clinical and commercial acumen through the provision of mentorship, events, CPD and training. The Specsavers Graduate Program is designed specifically to enrich your professional expertise.

A Unique Student Experience

Professional Excellence

Clinical Excellence

Commercial Excellence



Comprehensive Retail and Clinical training



Continued professional development



Be part of the Specsavers professional community



State of the art equipment and technology



Make a difference in people's vision



Experience variety through volume



Wider scope of experiences with Optometry as part of the team



Benefit from multi-level mentorship program

Join Specsavers on a clinical placement and you will find out first-hand how we are transforming eye health across Australia and New Zealand. Multi-million dollar investments in equipment, technology, professional development and more are just the starting points that support clinical excellence.

Student Clinical Placement Learning Guideline

Activities	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
Induction	****					
On-boarding	****	*				
Professional Exposures - Clinical + Retail + Commercial	****	****	****	****	****	****
Store logic - Customer journey observation	****	*	*	*	*	*
Store logic - Customer journey in practice	****	****	****	***	**	*
Clinical observations	****	***	**	*	*	*
Short case - Supervisor-directed and observed	*	****	***	**	**	*
Long case - Parallel consulting under supervision	*	*	**	***	****	****
Protected time with supervisor	✓	✓	✓	✓	✓	✓
Student forums	-	✓	-	-	✓	-

Weighting **** Up to 100% *** Up to 80%** Up to 50% * Up to 25%

Note: the above weighting is designed to provide a general overview of what an average student learning journey will look like while on Clinical Placement in Specsavers. This could vary dependent on student and store needs/environment. This should be taken as a guideline only and worked out in detail between each student-supervisor team based on individual capabilities and needs.

“ With Specsavers you will find support from all corners.

Whether it's the staff within the practice you're with, or the graduate development team, everyone is always ready to answer your questions and concerns. The difference with Specsavers is the volume of patients, continuing support and security of a graduate position at the end of the program. It's unlikely that other companies will have as many patients walk in the door as Specsavers, which means you get to practice more and see more variation in clinical presentations. Finally, Specsavers have so many practices open in Australia that you will be sure that you will find a job at the end of the residency program. ”

Steven Lam Specsavers Brunswick Cohort 2017

“ I chose Specsavers because they have the highest volume of patients in any optometry practise in Australia, which guaranteed me exposure to a wide range of ocular conditions and provided me with the experience required to be a well rounded practitioner.

Specsavers have a week-by-week outline of expected development, while allowing flexibility for each student to grow at their own pace. The two-year grad program has taught me to think of optometry in a holistic manner; the graduate program guides your thinking to view the business of optometry as one involving effective communication and providing the best outcome for the patient through clear and confident recommendations.

Specsavers also offers a partner development program called Pathway, which is a seven month course that progresses candidates in leadership skills, financial awareness, performance management and the culture of Specsavers all which are required to be an effective director of a store. ”

Andrew Salib Specsavers Bentleigh Cohort 2015

“ The support structure throughout the whole clinical placement period was amazing.

Questions were answered promptly and while on placement, many options were provided to me to explore my future employment.

The career structure for an optometrist is clearly laid out. The support from the professional development team instilled a sense of confidence and allayed all my fears as a new optometrist starting out.

All my peers who joined the program had similar experiences to myself, we felt closer as we got into discussions about our future and although we all have different aspirations, starting with a common ground made everything more fun and you feel so much more supported. I have not heard of any similar experience provided by other companies that help young optometrists prepare for their future career. I believe that in everything we do, a strong solid foundation is required to achieve greatness. I would highly recommend every optometrist student consider the Specsavers Clinical Placement program and its career structure as the starting point to build their foundation. ”

Daniel Kwek Specsavers Orange Cohort 2017

“ A major aspect of the Clinical Residential Placement program that appealed to me was structure. I found comfort in knowing that I could track my progression, and that I had a timeline I could refer back to.

Another major facet that attracted me was the Specsavers culture that is known to exist within stores. There is a sense of community, not only amongst students but with mentors, store directors, and members of the Specsavers graduate recruitment team that enables a supportive and invaluable learning experience.

The most enjoyable part of my placement journey was great mentorship. I was fortunate enough to be given the opportunity to be assigned to mentors that showed immense enthusiasm for sharing knowledge. The trust I received was encouraging, boosted my confidence. Protected time was valued and respected, and I felt I was always on top of assessments. I never felt intimidated to ask questions, or apprehensive about discussing personal weaknesses.

In many ways, Specsavers has fulfilled my needs as a student enthusiastic for shared and interactive learning. The positive morale instilled in the company structure creates an enjoyable and progressive learning environment that is important for a student. ”

Czarina Igno Specsavers Sunbury Cohort 2017

“ I chose Specsavers because I knew they not only had a well-established placement program but also a dedicated graduate program.

The Specsavers model means that anyone can afford an eye test and that no one is left without fundamental eye care. For optometrists this means that you get the volume and thus see more pathology, and interesting and rare cases helping to further develop you as a health practitioner. This was important to me as I really wanted to be challenged during placement so that when I entered the work force I would be more confident and comfortable with whatever may come my way.

The graduate team at Specsavers has always been so accommodating and supportive from day one and still continue to support me as a graduate today. I never felt alone at any point in time, we were even put into a whatsapp group where we can share and voice concerns and questions with our fellow peers. There were also forums which enabled us to make sure we were progressing well but also brought all the students back together and check in on each other. I found these forums invaluable because it allowed me to reaffirm that I was not falling behind and helped me clear any doubts I may have had.

The real difference with the Specsavers clinical placement was that we got a structured placement journey so both the mentor and the student knew where we should be at clinically and where we need to be heading. My mentors knew when I needed positive feedback but also knew when to push me and challenge me so that I could become more confident and proficient. As a student on placement with Specsavers you are allocated protected time each week ensuring that you get 1 on 1 feedback on what you did well but also on where you can improve.

Specsavers offers a multitude of opportunities to optometrists. You are supported as a student in placement and the transition to a graduate optometrist is smooth. Once your graduate training is complete you can go on to pursue your interests and challenge yourself through outreach programs, ophthalmologists visitations and even become a optometry partner. There are numerous professional developments courses that you can take part in as well. You just have to decide where you want to take your career and Specsavers will help guide you there ”

Yvonne Koh, Specsavers Bentleigh, Cohort 2018

Specsavers

Ask us about our Clinical Placement and Graduate Program



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