



Specsavers



Why Specsavers?

At Specsavers, we're number one for eye tests with more Australians and New Zealanders choosing us than any other optometrist.

We're also regularly acknowledged by the industry for extraordinary customer service and clinical achievements.

We have worked hard to make the eye health of our communities a priority in each of our stores. We're on a mission to transform eye health in Australia and New Zealand and we are investing millions of dollars on equipment, technology, professional development, collaborative care endeavours and more. We're seeing results from these investments in improved health outcomes for our patients at levels that haven't been reported on elsewhere.

On top of that, we've donated almost \$4million to The Fred Hollows Foundation in Australia and NZ and work closely with them to make eye care more accessible for those in Indigenous Australia and the Pacific.

Our aim is to be the fastest growing, most innovative, trusted and dynamic consumer healthcare business.

Join us on our mission.

Transforming Eye Health

For the past few years, our optometrists have been at the forefront of improving detection, referral and diagnosis rates for eye diseases and eye conditions.

Our Transforming Eye Health Strategy focuses on early detection, earlier diagnosis, earlier referrals and earlier treatment of eye diseases to reduce the rates of avoidable blindness across Australia and New Zealand.

At Specsavers we value the importance of technology in eyecare. Every Specsavers store has OCT technology, used on every patient at no extra cost, as an integrated element of our standard eye examination. Along with the systematic use of OCT and collaboration with ophthalmology through the RANZCO referral guidelines and Oculo e-referral platform which is integrated with KeepSight and Glaucoma Australia, we are positively impacting on eye health outcomes and reducing rates of vision loss.

Our continuous investment in clinical technology and systems ensures that our optometrists have the best tools to assist with their assessment, supporting them to provide professional guidance to patients and deliver consistently high standards of care.

When you join us as a graduate optometrist, you will become part of our cohort that is changing the state of eye health in Australia and New Zealand. Using clinical benchmark reporting and regularly monitoring patient data, you will become an eye health professional making a measurable difference.

What's on offer?



Clinical benchmarking to demonstrate how you're making a difference



Collaboration with RANZCO Ophthalmologists



Industry-leading continuing professional development events and annual CPD allowance



Access to community outreach programs – both domestic and international



OCT scans for every customer at no extra charge



Experienced retail team to support with pre-testing, ancillary testing and dispensing



Birthday leave



Free glasses vouchers



Discount for family and friends

Our Graduate Program

The Specsavers Graduate Program is an unrivalled two-year development program that will provide you with the opportunities and support you require to become a highly skilled optometrist.

Your dedicated in-store mentor will guide you through your first few years as a qualified optometrist, tailoring their approach to enhance your personal and professional development.

To complement your in-store experience, the program offers a combination of professional events, courses and experiences specifically designed to help you achieve expertise.



Program Structure

One of the key strengths of our Graduate Program is the focus on mentorship. Your primary mentor may be the optometry director in your store, or a senior optometrist. Mentors are specially trained to assist with your development and career progression to ensure you succeed.

By practising full-scope optometry in our dynamic model, you will continue to build upon the knowledge and skills you have acquired during your studies.

Our graduate optometrists receive regular feedback from their mentors and have visibility of their own clinical performance through weekly benchmark reports, empowering them to drive their own development to ensure they are delivering the best outcomes for their patients.

Throughout the two years, you will also have access to a wide support network including a large cohort of early career optometrists, peer mentors, the Graduate Optometry team and regional field teams.

There are a variety of training and professional development events, courses and activities on offer to enrich your Specsavers experience.

The first year

Year one is structured to support your clinical growth and development and assist in building your confidence in providing primary eyecare for your patients. Your mentor will guide your progress by providing advice, assistance, regular feedback and scheduled one-on-one time.

Early in your Specsavers journey you will attend a formal Graduate Induction to officially welcome you to our brand and equip you with skills and knowledge to set you up for success. There will be additional workshops and seminars designed to aid your learning and development at various points throughout the year.

The second year

Year two is focussed on further increasing your skills and confidence and enhancing your clinical effectiveness as an optometrist. You will gain a better understanding of the retail and commercial aspects of optometric practice in order to become a well-rounded professional. There will also be opportunities for you to further develop your leadership and teamwork abilities.

Beyond the Graduate Program

Following the completion of the two-year Graduate Program, you will be encouraged to continue your journey to becoming a senior optometrist with Specsavers. There are multiple avenues available to support your ongoing professional development in alignment with your specific interests. You may be interested in joining our partnership development program, Pathway, with a view to becoming a joint venture partner in a store of your own.

Hear from your peers

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I have been around optometrists and ophthalmologists all my life which has undoubtedly inspired me to give back to the community by becoming an eye care professional myself. Being a graduate optometrist working at Specsavers has been a very positive experience. The learning curve has been steep as I have been treating eye conditions that previously only existed in textbooks. I have seen a vast variety of pathology in a short period of time which is giving me the confidence to treat and manage conditions such as glaucoma, anterior uveitis, macula degeneration, binocular dysfunctions and retinal pathology just to name a few.

I have enjoyed working at Specsavers because of the immense support I have received. The whole team made me feel very comfortable and most importantly they listened to my needs and helped me tackle issues or solve any particular concerns I had as a new graduate. They have helped me develop my skills to further my career while listening to my own preferences and views on how I practice optometry. They have made me feel important and part of their very efficient and friendly team. The three-day graduate induction days and the mentor-mentee workshop organised by the professional development team has been incredibly useful as the information provided was relevant and current to practice. Overall it has been a very positive and exciting experience!”

Noni Rupasinghe, Specsavers Fountain Gate

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My experience as a grad optom has been really awesome! The team that I work with is fantastic and my mentor as well as my optometry peers are always very supportive and encouraging.

There's been lots of support from different hubs of the Specsavers network so far. Firstly, having a mentor optometrist and more experienced peers working alongside me made me feel a lot more comfortable as I was able to knock on their door for their opinion when I needed help on diagnosis or management.

I also receive support from my retail director and store manager on consult times and patient feedback. The staff are also great, and I often follow up with them about frames and lens designs to help fill gaps in my knowledge on the retail floor. On top of this, the Specsavers Graduate Program events including graduate induction and the mentor-mentee workshop have helped me engage with like-minded peers as well as strengthening my relationship with my mentor.

The program also helps with comparison to my fellow peers to allow for self-reflection and assessment of my performance. This ensures that I'm seeing an appropriate number of patients with certain conditions such as glaucoma, diabetic retinopathy and age-related macular degeneration.

Clinically, I've seen and had to deal with such a variety of ocular conditions. Personally, I've developed a lot more life skills and grown as an independent and self-sufficient individual.

Tyson Xu, Specsavers Nowra Stockland

Interested in finding out more?

Contact your Graduate Recruitment Consultant today



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