



# A Career at Foot Centre Group

Let us tell you about FCG

# About Foot Centre Group

Foot Centre Group is a team of highly skilled podiatrists who are experienced, friendly and passionate about providing the best care for every foot they see. We aim to not only treat, but to educate and rehabilitate our clients.

Our motto, “keeping you moving”, expresses our motivation to keep our clients moving, pain free and active. As a podiatrist at Foot Centre Group you will be supported to ensure you have the facilities, resources and knowledge to provide the best outcomes for your clients. You will be exposed to a broad caseload inclusive of musculoskeletal rehabilitation, general podiatric care, wound management, diabetes assessment, orthotic therapy and more! Our team-centred work environment revolves around shared knowledge and growth, we continually aim to work with our practitioners’ and their career goals to spark longevity and passion for podiatry within the Foot Centre Group family.

# Our Core Purpose

**"To keep you moving!"**

# Our Mission

**"To work relentlessly for our clients to provide quality preventive and holistic treatments, no matter what the problem - big or small."**

**WORKING  
WITH FCG**





## GO ABOVE AND BEYOND

- Make an impact and be memorable
- Exceed client expectations
- Working for our clients and not for ourselves
- Thrive on feedback and act on it



## DELIVER YOUR BEST

- We are accountable
- We are trusted team players, be our collective best
- Keeping goals simple and achievable
- We step up and own it



## SEEK TO UNDERSTAND

- We see it from others perspective and put ourselves in their shoes.
- Empathy is the key to success
- We are active listeners & always strive to understand



## WORK TOGETHER GROW TOGETHER

- We are not afraid to seek knowledge or innovate
- We think differently and outside the square
- Collaboration & Team delivery is the key

# THE FOUR FOOT CENTRE GROUP CORE VALUES

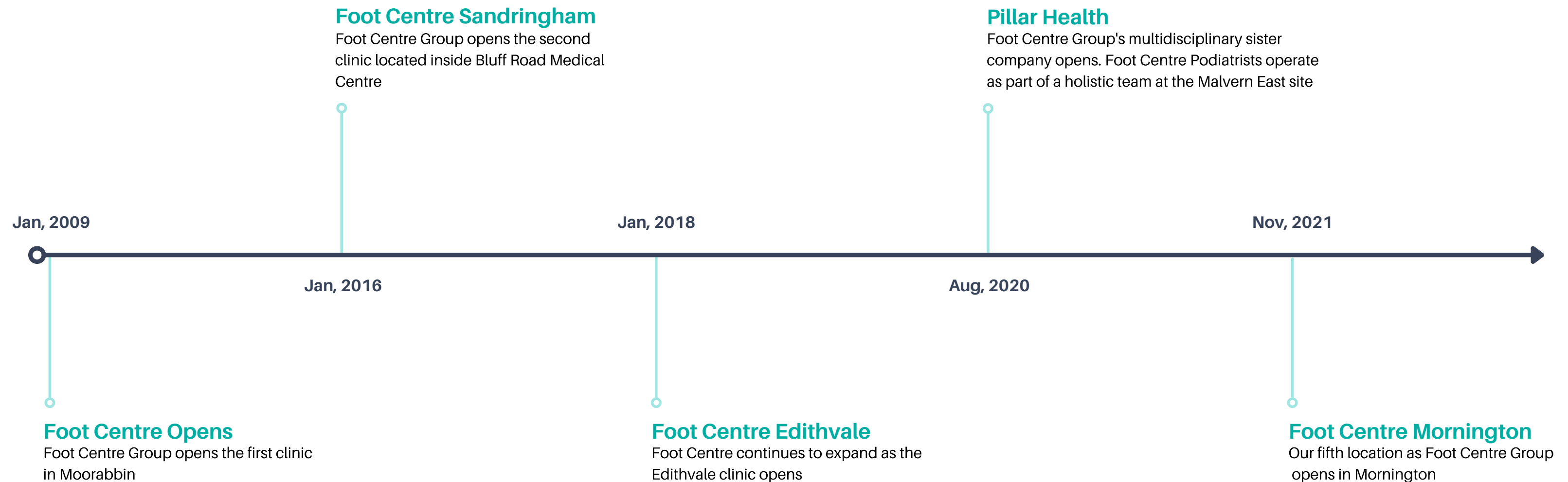
# We Create Raving Fans

Compassion, kindness and care  
are the secret to our success



**Our clients are at the centre of everything we do here at Foot Centre Group. We strive to always deliver high quality, informative and person-focused care for every individual. Providing value for our clients, in terms of services, products and experiences, has helped us create our raving fans, broad referrer network and forever growing client base.**

# Foot Centre Group History



# FOOT CENTRE GROUP LOCATIONS



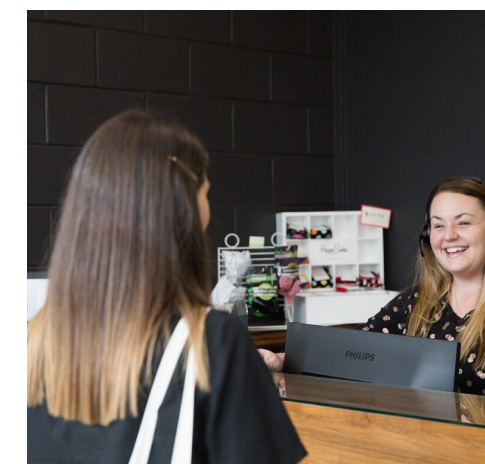
## FCG MOORABBIN

Shop 1A/400 South Road,  
Moorabbin Vic 3189  
(03) 9553 0044  
info@footcentregroup.com.au



## FCG SANDRINGHAM

328 Bluff Rd, Sandringham VIC  
3191  
(03) 9553 0044  
info@footcentregroup.com.au



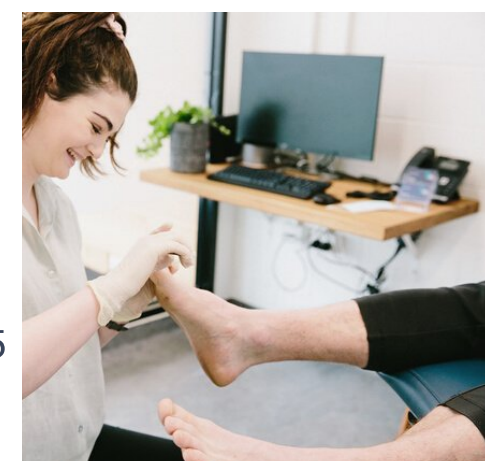
## FCG EDITHVALE

261 Nepean Hwy, Edithvale VIC  
3196  
(03) 9772 9579  
edithvale@footcentregroup.com.au



## PILLAR HEALTH & FCG MALVERN EAST

289 Waverley Rd, Malvern East VIC 3145  
(03) 9021 2067  
info@footcentregroup.com.au



## FCG MORNINGTON

32 Wood St, Mornington, 3931  
(03) 8592 6371  
mornington@footcentregroup.com.au

**Teamwork makes the Dream work**  
WORK TOGETHER GROW TOGETHER

We are extremely proud of our team... we are a dynamic team of professional, progressive, efficient and caring Podiatrists and Administrators.

As a team we are passionate about creating amazing experiences for our clients, our trusted referral partners, our suppliers and most importantly for our team. We are a business that our suppliers love dealing with.

We are a business that offers a caring, friendly and fun work environment, structured training, progressive further education opportunities, healthy work/life balance, competitive remuneration and achievable career progression opportunities. We continually work hard to strengthen our team environment especially as our team grows.







# Meet the team



**TESS BEDDOME**

Podiatrist/Director



**SAMMY ARMSTRONG**

Director/Ops/Payroll/Maintenance



**COLLEEN HORSNELL**

Head of People, Culture and  
Administration



## SAM WOODLAND

Podiatrist

Edithvale/Moorabbin



## YASEMIN GEZMISH

Podiatrist

Edithvale/Moorabbin



## JEMMA DINER

Podiatrist

Edithvale/Malvern East



## GEORGIA MILTIADOU

Podiatrist

Malvern East/Moorabbin



## SARAH MCKAY

Podiatrist  
Edithvale/Moorabbin



## TOM PUTAMORSI

Podiatrist  
Edithvale/Moorabbin



## JESS LIDDELL

Podiatrist  
Mornington/Moorabbin





## ISOBEL WATKINS

Podiatrist & Pilates Instructor  
Malvern East/Moorabbin



## AMINE ERGUN

Podiatrist  
Moorabbin



## ELIZA WHITE

Podiatrist  
Edithvale/Moorabbin



# Pillar Health Team



JADE ANSTEY

Naturopathy & Nutrition



LAUREN BOTTER

Osteopath



## A Team Superstars

JILL FOSTER  
CHRIS NASH  
YVONNE LEINER  
JANIS JONES  
EMILY TOLAN  
OLIVIA WESTON  
ALLY DIMASI



# WHAT OUR TEAM LOVES ABOUT FCG

## GEORGIA

Foot Centre Group is the Podiatry clinic that myself and my family have been coming to for many many years. I jumped at the opportunity to work here and have been so impressed by the warmth of all the team members and the amazing opportunities. We are like a big family here! Always ready to help and support one another.

## JEMMA

Foot Centre Group, provides an amazing work environment. You will have the opportunity to give every client the best treatment plan for them and their goals. Working at Foot Centre Group means you will be supported and the team always has your best interest at heart. You will learn and grow from each other both professionally and personally. You don't just become the best podiatrist but the person you can be.

## OLIVIA

I have received endless support and guidance from all the practitioners and administration staff throughout my time working at FCG. The team is encouraging and continues to work with you to develop both personal and professional goals. I love working in a positive environment, that has a great culture and amazing people. You will always feel at home with the Foot Centre Group.

JESS

Starting up at Foot Centre Group is like being welcomed into a big family. Everyone is unique, carries a special skill set and has the perfect mix of personalities. We function well individually, but even better as a unit; this comes down to the graduate program that we all transition through. At Foot Centre Group you are recognised as an individual who has hobbies, passions and a work – life balance. We are always doing challenges, keeping social outside of work and always keen for laugh. It truly is an excellent work culture that is unique! I am so happy in the way my career has kicked off!

SARAH

I started working for Foot Centre Group in February of 2020 and I can say with pride that I look forward to coming to work every single day. The level of support we have from our Podiatry team is like no other, our colleagues are always open to questions and queries. Our reception staff are efficient and always greet our clients with beaming kindness and care. Throughout my entire Foot Centre Group employment I have received weekly mentoring, which includes thorough goal setting, client/case discussions and constant support and feedback to encourage my professional and personal development. If you get an opportunity to work for Foot Centre Group, count your lucky stars.

TOM

I joined the foot centre group in September of last year and have loved it from the very beginning. The culture and team environment here make it the ideal workplace, everyone is super friendly and work really well as a team. The first thing that really jumped out to me was the way other team members would immediately stop what they were doing to answer questions or aid me in tasks regardless of how busy they already were. You truly feel everyone has your back and wants to see you succeed which gives you the confidence that you can do anything.



MORE OF  
WHAT  
OUR TEAM  
LOVES  
ABOUT  
FCG



# Mentoring & Professional Development

At Foot Centre Group we are passionate about lifting others up and sharing education and knowledge - hence we are beyond proud of our in house mentoring and professional development programs. These are offered to all staff members no matter your level of experience (yes, we believe you can teach an old dog new tricks). Our mentoring and professional development programs include:

## 1:1 Weekly Mentoring

- Weekly 1 hour mentoring sessions with your dedicated Senior Podiatrist
- The perfect opportunity to touch base and grow as a practitioner

## 1:1 Policies and Processes

- One on one sessions with our Head of People, Culture and Administration, Colleen
- Learn the ropes of FCG and our policies, processes and procedures, plus nail your client interactions

## Scheduled Professional Development

- Team based professional development with guest speakers from a range of professions and specialties

## Orthotic Tutorials

- Fortnightly 90 minute orthotic tutorials with senior clinician Yasemin
- Master the art of orthotic prescription, modification and recover

## Strength and Conditioning Tutorials

- Fortnightly 90 minute strength and conditioning tutorials with Musculoskeletal specialist Jemma
- Build your competence in all things injury rehabilitation, pain science, exercise programing, strapping and more!

These will be specific to each team member's needs and can be added, subtracted or changed up depending on your needs and focus areas.



# HOW VALUABLE IS OUR MENTORING

## ISOBEL

My weekly one on one mentoring sessions with my mentor Sam provide such a wealth of knowledge. Each week I am able to discuss challenging cases, refine new processes and master clinical skills along side experienced hands. They give me confidence that I am providing the best possible treatment for my clients and inspire me to grow as a podiatrist.

## TOM

The mentoring is amazing, you have time allocated every week to meet with your mentor and go through whatever you want. I find this really beneficial because I can break down a case, explain what I did and then have my mentor tell what she might have done differently. We also have monthly personal development sessions as a team.

## JESS

Weekly mentoring assists in providing a deeper understanding of learning, discussion of clinical situations and navigating your way to becoming a professional practitioner. We are very collaborative, which is fabulous! 10 minds are better than 1! This means we can share our own learning outcomes from client treatments, push ourselves to further develop our interests and have great discussions. All of which ultimately benefiting self-growth.



# Tech & Facilities

## EACH OF OUR CLINICS IS EQUIPPED WITH:

Strength & Conditioning spaces

Orthotic lab

Shockwave therapy machines

Footwork 3D scanners

Gait analysis software and treadmills

## WE ALSO ALSO BEYOND PROUD OF OUR:

Team based culture

Fabulous on-the-ball Admin team

Stellar raport and reputation with our clients

Ongoing involvement in supporting the  
community

We expect our Podiatrists to become amazing Podiatrists and also well rounded people who know and understand the intimate running of a Podiatry business. As such we involve and educate on all aspects of our business.

- Creating amazing experiences for clients
  - We love creating wow for our clients which is definitely the core of our business
- Business growth / strategy
  - involved in the decisions that decide the direction of the business
- Marketing
  - Written and video content for website, insta, facebook
  - Referrer nurturing (allied health partners, running coaches, GPs etc)
  - Presentations to other health professionals and groups etc.
- Mentoring & collaboration
  - We have a team based approach and love to be open minded to learning!
- Supplier interaction
  - Footwear companies, Orthotic device companies, Medical suppliers



**CAREER  
GROWTH,  
SATISFACTION  
AND SUPPORT**





**Your  
Future**

**We are proud to offer our Podiatrists meaningful career pathway options. The ability to progress in a way that is enjoyable, supportive and rewarding. We see the initial years as a Podiatrist, as years that are crucial to providing a base of knowledge through education, experience, pushing the boundaries and enjoyment. We also see this period as an opportunity for you to prove to yourself and the FCG team your commitment to the vision, mission and values.**

**Podiatry Pathway:**

- 1-3 months: Education period
- Year 1: Podiatrist
- Years 2-3-4: Associate Podiatrist
- Years 4-5-6 & beyond: Senior Podiatrist
- Year 5-6-7 & beyond: Ownership

**Pathway options:**

- Ownership
- Travel
- Further study
- Mentoring
- High income
- Sport or other passions

**We value awesome team members, ultimately your progression is a reflection of your passion, dedication and vision! You will get out what you put in!**

# What you can expect from us:

## ETHICS MORALS AND VALUES

1. A Supportive Team-based environment
2. Growth & Nurturing tailored to you
3. Up to date facilities and technology
4. Career support
5. Honesty and Transparency
6. Clear communication, policies and processes to make each day run smoothly (no matter the speed bumps)





1. Team player
2. Strive for your best
3. Always got the extra mile for your clients and colleagues
4. Kind and empathetic towards others
5. Communication is key
6. Responsibility and honesty - step up and own it

**What we expect from you:**  
**ETHICS MORALS AND VALUES**

**If you  
have any  
questions  
please  
reach out!**

