

# Specsavers Graduate Program Prospectus





# Why Specsavers?

When you join us, you're joining a trusted brand that more Australians and New Zealanders choose for their eye care than any other optometrist.

Since we entered the ANZ market back in 2008, our aim has always been to make eye care accessible and affordable for every Australian and New Zealander. In that time, our passion and commitment to increasing accessibility and improving eye health have only grown, with our vision to change lives through better sight and hearing.



## Our Purpose

why are we here

To change lives through better sight and hearing

## Our Values

what we stand for

We care for one another

We do the right thing

We deliver on our promises

for our customers, our patients, our partners, our colleagues, our communities and our environment



### Curious

We question, explore and seek out diverse perspectives to develop our knowledge and understanding



### Collaborative

We work together as one Specsavers to deliver our purpose



### Compassionate

We care, support and help each other



### Courageous

We challenge the status quo, we experiment with good ideas and we are brave, bold and fast in our decision making



### Commercial

We treat money wisely and make decisions that are good for our customers, our partners, our people and good for the long term

## Our behaviours

how we get things done

# Specsavers in numbers

**2,615** optical, audiology, domiciliary and ophthalmology businesses

**42.9 million** customers worldwide

**41,511** colleagues

**561 million** contact lenses sold

**23.3 million** frames sold

**4,847** Partners

**1.7 million** customer feedback responses

**625,766** hearing aids sold

**\$7+ million** donated to the Fred Hollows Foundation in AU and NZ

**1.8 million** visitors to our website every week

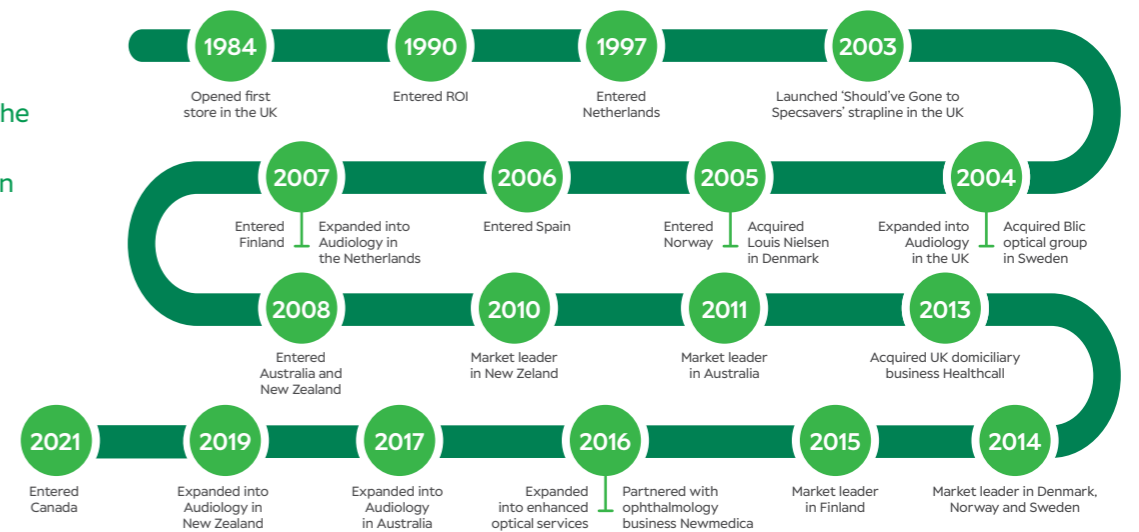
**A world of opportunities**

As a family run business, we work together with our store partners to provide the best value optometry and audiology healthcare service for our customers around the world.

You'll find us in the UK, Ireland, Netherlands, Norway, Sweden, Denmark, Finland, Spain, Australia, New Zealand and Canada, employing over 32,500 people who work across our 1,978 stores, as well as in our

support offices and throughout the supply chain. It is no secret that our success lies in our people and our profound passion to make a difference for our 38 million customers worldwide.

Take a look at how we've grown to be the third largest optical chain in the world!







The **Great Place To Work** status was accredited to our ANZ region for the second year in a row, with 84% (Australia) and 82% (New Zealand) of our store teams and 89% (Australia) and 87% (New Zealand) of our support office colleagues stating that Specsavers is a Great Place to Work.



In 2023, Specsavers ranked 8th **Best Workplace** in Australia.



# Changing lives through better sight & hearing

At Specsavers our mission is to change lives through better sight and hearing by providing the highest level of patient care. As health care professionals, optometrists aim to provide the best possible health outcomes for patients using their knowledge of how the eye functions to treat and manage vision challenges.

How do we do it? By embracing technology, investing in professional development, and working collaboratively.

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.

Which is why our sustainable healthcare strategy focuses on earlier detection, earlier diagnosis, earlier referrals, and earlier treatment.

# Our impact on avoidable blindness

Our optometrists are at the forefront of improving detection, referral and diagnosis rates for eye diseases and eye conditions across Australia and New Zealand. Our optometrists are committed to reducing the rate of avoidable blindness and improving sight through the prescription of glasses and contact lenses.

AU, Glaucoma NZ and Diabetes Australia. We also integrated e-referral platform Oculo and the Australian diabetes eye check reminder program KeepSight – of which Specsavers is a founding partner.

We also work closely with the eye care industry, collaborating with RANZCO on referral guidelines and patient education, along with supporting services such as; Glaucoma





# How do we support our optometrists to make a difference?

|  |  |  |
|--|--|--|
|  <p>Clinical benchmarking to demonstrate how you're making a difference</p>       |  <p>Collaboration with RANZCO Ophthalmologists</p>        |  <p>Industry-leading continuing professional development events and annual CPD allowance</p>    |
|  <p>Access to community outreach programs – both domestic and international</p> |  <p>OCT scans for every customer at no extra charge</p> |  <p>Experienced retail team to support with pre-testing, ancillary testing and dispensing</p> |

# Equipping you to be your best

At Specsavers, we strive to ensure that our optometrists are equipped with the very best clinical technology, seamlessly integrated with our practice management systems. This innovative approach brings clinical information to your fingertips allowing our optometrists more time to spend on what matters most, communicating with patients ensuring the very best possible health outcomes for their eyes.

All Specsavers stores are equipped with:

|  |  |   |
|--|--|---|
| <p>Socrates Practice Management Software</p> | <p>Nidek Tonoref which measures auto-refraction, keratometry, tonometry &amp; pachymetry</p> | <p>Humphry Fields Analyzer 3</p>        |
| <p>Maestro 3D widefield OCT-2</p>            | <p>Nidek Smart Auto Refractor</p>  | <p>Specsavers Zeiss Style Slit Lamp</p> |

We continuously review our clinical technology and evolve our practice management software to detect eye disease earlier than ever before to help reduce avoidable blindness in our communities. Currently we are piloting the use of Eyetelligence AI software in clinics to support our optometrists with clinical decision making.





## Sustainable choices for a better future



### Our communities

We're passionate about giving back to and working with our local communities wherever in the world we operate.



### Our planet

We're committed to taking responsibility for the impact our business has on the planet, by better understanding and working to reduce this impact.



### Our responsibility

Sourcing responsibly is integral to the way we operate. We have strong, long-term relationships with our suppliers, meaning we can work together to achieve our purpose.

## Making a difference in our communities

This year, we have donated a total of A\$3,115,013 to various charities and not for profits internationally. Through our donation of A\$1,566,297 to The Fred Hollows Foundation, we supported the Indigenous Australia Program. More than 10,300 Aboriginal and Torres Strait Islanders received eye tests and 2,283 pairs of glasses were distributed. In addition, 229 cataract surgeries, 2,278 diabetic retinopathy procedures and 104 other eye health treatments were performed. The programme also educated more than 930 people about eye health and trained 12 community health workers.

## Outreach opportunities with Specsavers

Specsavers is proudly partnered with the **Fred Hollows Foundation**.

Optometrists in their second year of the Graduate Program can apply to participate in one of the outreach programs that Specsavers offers in conjunction with the Fred Hollows Foundation. Previous locations include Fiji, Vietnam and rural and remote areas across Australia. Our outreach programs involve providing eyecare and training locals to provide eyecare services to their community.





# Perks and benefits

Specsavers employees are entitled to a number of amazing benefits



## Two free pairs

Stay on trend with two free pairs of glasses per year



## Birthday leave

Celebrate your birthday by taking a day off!



## Volunteer leave

Take a day per year to support a charity or cause close to your heart



## Specsavers Perks

Who doesn't love a discount? Specsavers Perks offers just that at over 300 well known retailers



## Friends and family discount

Share the love with two 30% discount vouchers per year for your friends and family



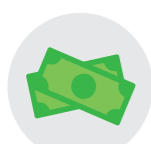
## Relocation allowance

Claim up to \$5,000 for expenses associated with relocating to a regional Specsavers store



## CPD allowance

Claim up to \$2,000 of the expenses you incur towards continuing professional development



## Optometry registration & Professional Indemnity Insurance

Paid annually



# Our Graduate Program

The Specsavers Graduate Program is an unrivalled and industry leading two-year development program that will provide you with the tools for the very best possible start to your career.

What can you expect throughout your graduate journey at Specsavers?;

- **Dedicated in-store mentorship**
- **Structured support via the in-store elements of Graduate Program**
- **Professional Development events forming the out-of-store elements of Graduate Program**
- **Exclusive opportunities including CPD and social networking events**
- **Extensive support network**



# Year One

Year one is structured to support your clinical growth and development assisting in building your confidence in providing primary eyecare for your patients.

## Events:

| Graduate Induction  | Mentor – Mentee Workshop  | Professional Development Days   |
|---|---|---|
| Our two-day induction event offers a combination of workshops, activities, and group discussions providing best-practice tips and tools to support your first-steps in your graduate journey. | Once settled into practice, this next event aims to enhance your understanding of behavioural styles in the workplace and focus on strengthening professional relationships and communication between mentors and mentees, teams, and patients. | Our biggest Graduate Program event designed to further develop capabilities of all first-year graduate optometrists including presentations on advanced clinical topics that are typically most challenging for early career optometrists, such as myopia control, paediatric eye care and advanced contact lens fitting. |



# Year Two

The second year of the Specsavers Graduate Program aims to help graduates identify their passions and aspirations within the profession providing graduates the opportunity to build key skills supporting their pursuit of career goals.

## Events:

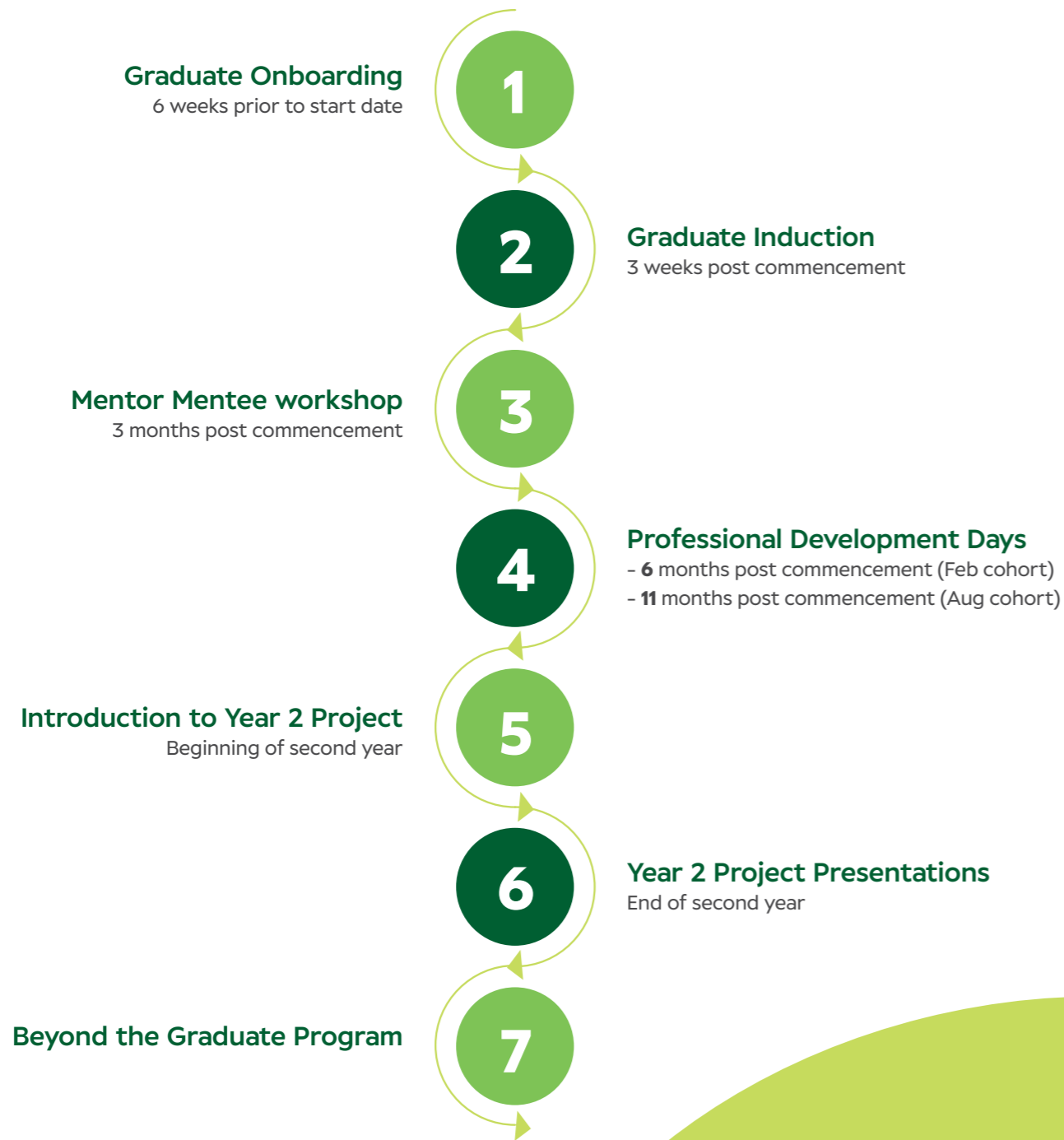
| Year 2 Project Career Forum   | End of the Year 2 Project Celebratory Event   |
|---|---|
| Explore your career aspirations and drive your own development. This event highlights career development opportunities at Specsavers, introducing the Year 2 Project, an opportunity to build key skills required to pursue career goals. | We recognise and reward the hard work of our graduate optometrists as they complete their projects striving towards their own professional development, whilst making positive impacts on their teams, patients, and communities. |

# In-store elements of Graduate Program

| Protected time                          | Development Meeting   | External visitations   | Shared learning  |
|---|---|--|--|
| Weekly support check-ins with a mentor. | Reflect on progress and set learning goals for the quarter. | Visit local ophthalmologist or specialty clinic to experience variety in practice. | Learn from experienced optometrists in action sharing feedback on best-practice. |



# Learning Journey Map



### Additional Graduate Program Inclusions:

- CPD Events
- Social Networking Events

# Beyond the Graduate Program

## Pathway

In-house development program for aspiring partners, offering bespoke training and support over an intensive 6-month course in preparation for the transition to business ownership.

## Early Career Optometry Program

The Early Career Optometry program for third year optometrists, is a 2-year program which provides opportunities for optometrists to undertake external clinical courses to develop clinical skills as well as explore non-clinical avenues with career and life planning, wellbeing and leadership workshops.

## Mobile Optometry Team

Joining the mobile optometry team gives you the security of full-time hours, annual leave, sick leave and a fully planned out roster, with the freedom to be able to see and experience different places across Australia or New Zealand and provide care to the wider community.

## Region Ambassador

Support the Graduate Optometry team through mentorship, paying it forward and attending or hosting in region events to share your graduate experience with the community of Specsavers early career optometrists.





# Your support network



## Mentors

Mentors are the foundation of your support network, assisting with your development and career progression to ensure you succeed.



## Store Team

Access to different skills sets through multiple employed optometrists in store as well as an experienced retail time providing the day-to-day support such as pre-testing, ancillary testing and handovers.



## Graduate Optometry Team

The Graduate Optometry Team provide the out of store elements of the Graduate Program and offer an additional layer of support along the way.



## Community of Specsavers optometrists

Specsavers has a wide network of optometrists within the professional network including 400 early career optometrists.

# Hear from your peers



"I received all the support I needed in the form of an optometry mentor in my store who worked the same hours as me and was always happy to answer questions, weekly one on one catchups with my mentor to check in with my progress, and regular events/webinars/projects through the Graduate team.

Going forward, I have the opportunity to aim for store ownership through the Pathway program, continue to develop my optometric skills through regular Specsavers-led conferences and webinars, or consider roles."

**Shinae Warren** Specsavers Queenstown



"I can't imagine where I would be today as an early career optometrist without the Specsavers Graduate Program. Graduating Uni felt daunting, I was a qualified optometrist but unsure how it worked in the real world. Luckily the Graduate Program absolved these concerns with support from an experienced mentor optometrist, educational induction events and help from the wider Specsavers Graduate team.

The Program also gave me the opportunity to go on an outreach volunteering trip to rural NSW partnering with The Fred Hollows Foundation, giving culturally appropriate eyecare to under-served communities."

**Hammill Prasawat** Specsavers Parramatta

## Interested in finding out more?

To express your interest in becoming a Specsavers Graduate Optometrist, speak to your Graduate Recruitment Consultant or contact [anz.graduateoptometry@specsavers.com](mailto:anz.graduateoptometry@specsavers.com)