



Join Autism Spectrum Australia (Aspect) for a career that creates opportunities.

Working for Aspect



We are Australia's leading service provider for autism. Our specialised, evidence informed schools program is the largest in the world, with additional services that include information and advice, diagnostic assessments, behaviour support, parent and family support, and adult programs. We share evidence-informed autism practice and applied research nationwide.

We employ Teachers, Teacher's Aides, allied health professionals including Psychologists, Occupational Therapists and Speech Pathologists, Community Support Workers and corporate service professionals.

Some of the benefits you can access working with Aspect

Salary Packaging

As a Public Benevolent Institution (PBI) Aspect provides all employees with the option to access Salary Sacrifice arrangements as a way to increase your take home pay. Up to \$15,899 of your expenses can be salary packaged, and your mortgage, loans, rent, credit card, health insurance or school fees could all be included. We also offer Salary Packaging Cards, and even dining expenses and holiday accommodation.

Salary Packaging is an entitlement granted by the Federal Government that allows you to take part of your income as a tax-free benefit by nominating a portion of your salary to be deducted each payday and used to pay for an approved range of everyday items or payments. Income tax then only applies to the amount of your salary that remains after these deductions. By effectively reducing your taxable income, you decrease the amount of income tax you pay. Less income tax means an increase in your take home salary.

Life/work balance

Aspect recognises the importance of a healthy life/work balance and offer a range of work options that staff can apply for which support flexible work arrangements. These can include part time and compressed hours, purchasing additional annual leave and tele-commuting.

Ongoing professional development

We believe in up-skilling our people and provide extensive internal and external opportunities for learning and

development. We have an Aspect online learning and development system and can provide up to 12 additional does study leave under the Aspect Supported Study Program.

Employee Assistance Program

We take work or personal issues seriously. Aspect provides an Employee Assistance Program that is an independent, confidential and free counselling service for all Aspect staff.

Other benefits that may interest you:

- 3 weeks personal/carers' leave (above the National Employment Standards)
- Paid Parental Leave
- Purchased Additional Leave
- Health & Well-being Program
- Biennial staff engagement survey
- Workplace giving to nominated charitable organisations
- 12 weeks Long Service Leave after 10 years' service
- Employee Referral Program

a different brilliant[®]
understanding, engaging & celebrating the strengths, interests & aspirations of people on the autism spectrum