

Te Kōtuku Rerenga Tahī

APM Graduate
Programme



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APM Graduate Programme

What's in it for you?



Competitive starting salary with annual pay reviews.



Access to employee benefits.
Explore our benefits.



Diversity of work – in clinic and community.



Dedicated supervision and shadowing senior clinicians.



Professional development through our Learning Management System.



Opportunities internationally across the APM Group – operating in 11 countries.

What do the first two years look like?

You'll have the opportunity to gain experience across a variety of rehabilitation contracts, all while receiving support and guidance to help you discover your interests and develop yourself as an allied health professional.

Year one structure

- Weekly learning sessions with focus on Vocational Rehabilitation, with introduction of other contracts later in the year.
- Learning sessions based on feedback from previous new graduate groups.
- New graduate focus group sessions will extend to fortnightly in July.
- Weekly coaching with team leader (this may be extended to fortnightly later in the year).

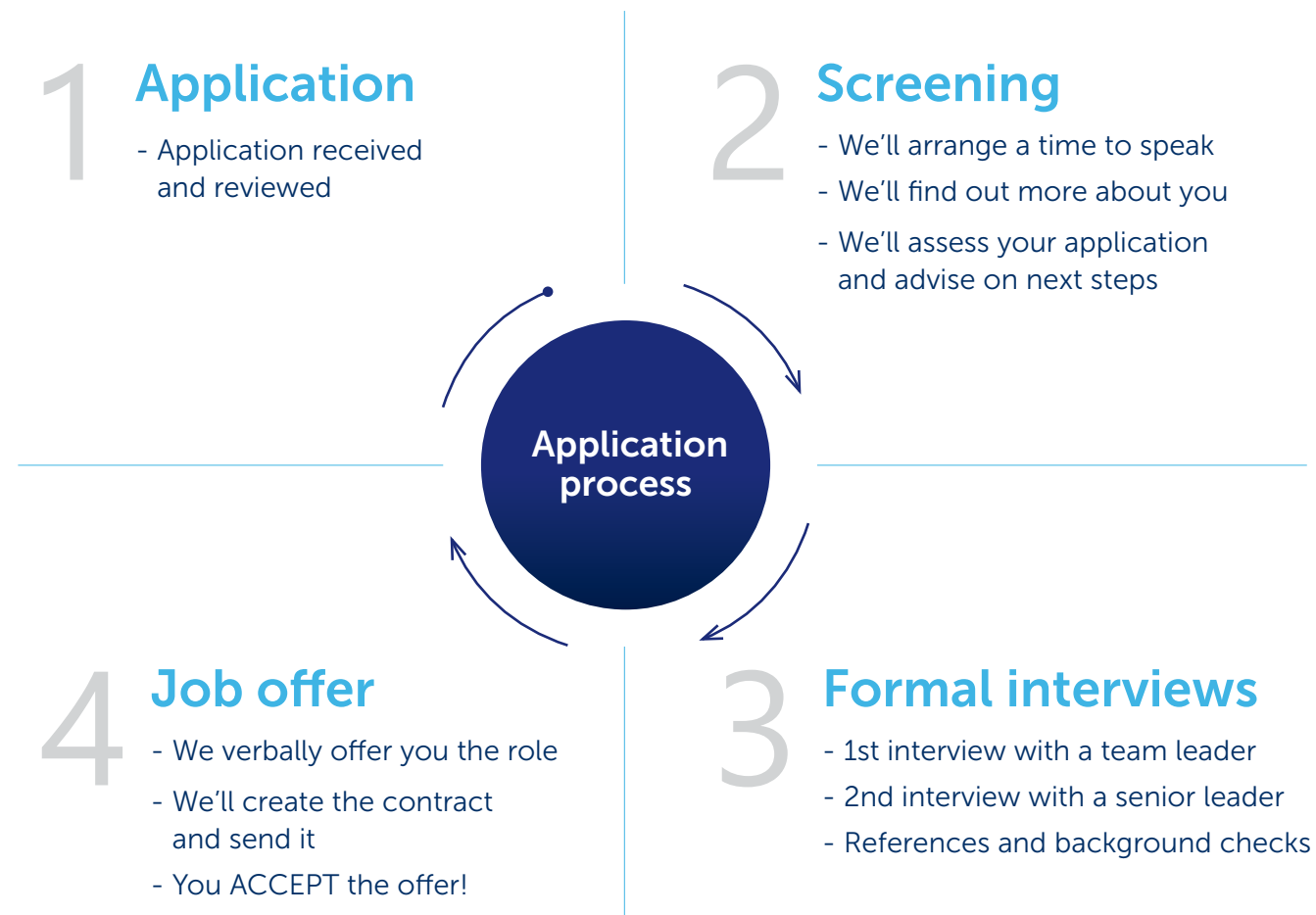
Year two structure

- Monthly journal club session led by new graduate peers.
- Coaching sessions with team leader.

Other learning opportunities at APM available to new graduates

- Focus groups
- Kōrero (panel to review cases)
- Clinical Advisor support
- Learning Management System (LMS)
- Cultural learning and support
- Engagement with ePortfolio and continuing professional development planning
- Self-directed learning
- Contract supervision

Recruitment process



Diversity, equity and inclusion

At APM, we believe diverse perspectives drive meaningful impact. We're committed to creating an inclusive workplace where everyone feels valued, supported, and empowered to be themselves.

We welcome graduates from all walks of life, celebrating the unique experiences, identities, and ideas each person brings. Your background, beliefs, and experiences matter here—and we embrace them as strengths.

As a graduate at APM, you'll join a supportive and inclusive team culture where our core values guide our commitment to diversity, equity, and inclusion. This is a place where you're embraced for who you are, where your growth is championed, and where you have the freedom to shape your path with purpose and confidence.



Libby McChlery
Occupational Therapist

"The APM team are always willing to help you out whether that be in person or online. Only an email away, there is always someone who is happy to answer any burning questions or help you to solve any problems you may face, especially when you're new to the role."

"(I felt) extremely well supported with weekly supervision and new graduate learning sessions. I never felt as though I was thrown into the deep end as such upon finishing my studies, but I also never felt things were too easy. APM also ensures you're well supported with your own vehicle for personal and work use, and offers many other personal perks."



Jaxon Wright
Occupational Therapist

"I value the respectful and friendly team culture here at APM who come with a wealth of knowledge to learn from."

"The team culture here at APM is inclusive and light-hearted. The team is full of wonderful people who bring unique perspectives and are willing to help."

"I enjoy meeting new clients from a variety of backgrounds and working alongside them to provide support on their recovery journey back into their meaningful occupations."



APM Māori values



Whanaungatanga

A sense of belonging, kinship and relationship building between people.



Manaakitanga

Hospitality and kindness: extending respect, compassion, empathy and care to others.



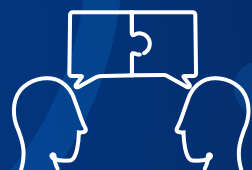
Rangatiratanga

Self-governance: being in control of your way forward.



Wairuatanga

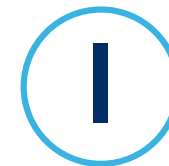
Wellbeing: respecting everyone's spiritual beliefs and spiritual wellbeing.



Kotahitanga

Working together in unity, collaboration and partnership.

APM ICREATE values



Integrity

We uphold the highest standards of integrity in everything we do.



Customer Focus

We deliver the highest quality of service for our customers and always look for ways to improve.



Respect

We recognise people are our business and maintain a culture of trust and respect in every aspect of what we do.



Empathy

We recognise people are our business and maintain a culture of trust and respect in every aspect of what we do.



Achievement

We move forward by adapting technologies, best practices, and rewarding innovation and achievement.



Teamwork

We believe employment and being part of a team can greatly improve a person's health and wellbeing.



Enthusiasm

We embrace positive outcomes of change with enthusiasm to support customers and teams in our day-to-day lives.

Create your own career moment and make a big difference at APM

Applications are now open.
Register your interest today.

careers.apm-nz.co.nz/new-graduates



apm-nz.co.nz

 [@APMNewZealand](https://www.linkedin.com/company/APMNewZealand)

