



# Senior Environment/Agriculture Consultant (Engagement and Strategy)

## POSITION DESCRIPTION

<b>Position title:</b>	Senior Environment/Agriculture Consultant (Engagement and Strategy)
<b>Basis of employment:</b>	Full Time or Part Time (minimum 24 hours per week)
<b>Location:</b>	Bendigo, Melbourne, Torquay or Warragul offices
<b>Remuneration:</b>	Negotiated with preferred applicant but expected to be in the range of \$120,000 – \$160,000 (FTE including superannuation)
<b>Closing date:</b>	COB, Monday 15 April 2024

## ABOUT RMCG

### Who we are

RMCG is a multi-disciplinary consultancy specialising in environment, agriculture and communities. We apply our expertise and insight to drive sustainable resource use.

We provide policy, planning and technical consulting services to government agencies, water authorities, institutions and private sector clients, to ensure a healthy future for the environment, industry and communities by helping them to plan and implement change.

RMCG is one of Australia's strongest regionally focussed consulting groups and we have achieved this position through a commitment to the sustainable development of rural industries and communities.

### Our purpose

RMCG creates change for our clients and ourselves whilst having a positive impact on society and the environment.

We are a for-profit company that is committed to using our business as a force for good. We are dedicated to using our resources and influence to create positive social and environmental impact, not just financial success. We are a Certified Benefit Corporation (B Corp) and part of a global community of businesses that meet high standards of social and environmental impact. As a B Corp, we're counted among businesses that are leading a global movement for an inclusive, equitable, and regenerative economy.

### Why join our team?

RMCG has over 75 staff across Victoria, Tasmania and NSW. Our dynamic team has skills in economics, social research, science, engineering, agribusiness, natural resource management, strategic planning, cultural heritage and archaeology, communications and engagement.

Culturally, RMCG is highly progressive, innovative and inclusive. You'll be working with friendly, intelligent, principled people who are great at what they do. We look after each other and care about the communities we work in. The word Group in our name is important. We put a great deal of effort into coming together to learn, to develop, to influence our sectors and to share the results and rewards of our work. Flexibility is also part of our business; we encourage our staff to take leadership in balancing the needs of their role with their other life commitments while also delivering for our clients and the business.

## **PRIMARY FUNCTIONS OF THE POSITION**

We are looking for someone to join our team with a strong background in environment and/or agriculture and expertise in stakeholder and community engagement.

You will work in small teams with other RMCG consultants to design and conduct community and stakeholder engagement, prepare strategy and review policy and programs for a broad range of sectors relevant to your expertise.

Examples of recent relevant work by RMCG include the facilitation of strategic and program planning workshops for First Nations groups, government agencies and not-for-profit organisations, the design and delivery of engagement to inform evaluations, policy and program reviews, the development of social benefit guidance for new energy developments, and the design and delivery of engagement associated with environmental effects statement processes.

The work that you undertake will include:

- Leading the development of strategic plans including the associated research and stakeholder engagement
- Designing and delivering community and/or stakeholder engagement
- Facilitating effective workshops
- Planning, evaluating and implementing policy and programs in your area of expertise
- Writing clear, plain English reports that capture findings, insights and recommendations
- Project management
- Day-to-day client liaison and presenting findings to clients
- Business development, including networking, marketing and proposal writing
- Contributing positively to our culture.

## **KEY SELECTION CRITERIA**

We are seeking a candidate with 10-plus years of professional experience who can demonstrate:

- A technical understanding and extensive experience in the agriculture, environment, and/or water sectors
- Stakeholder and community engagement expertise and a track record of successful engagement design and delivery
- The ability to explore and understand issues, think strategically about their likely impacts and develop effective strategy and policy
- Exceptional written communication skills and a proven ability to clearly communicate findings, insights and recommendations
- The desire to operate in a consulting environment where you can work within multi-disciplinary teams to deliver quality products that have an impact.

Although not essential, experience in regional development, workforce strategy and planning, or community development would also be considered favourably.

## QUALIFICATION REQUIREMENTS

This position requires a degree in a relevant field such as environmental science, natural resource management, agricultural science, social research, planning, or regional development.

## GENERAL CRITERIA

### Prescribed performance criteria (as per RMCG EBA 2021) – Level 3 Senior Consultant

- Generate work which is equivalent to your own fees<sup>1</sup>
- Manage projects (client liaison, budget control, delivery of value for the job)
- Manage contributions from other employees within projects
- Complete projects on time and on budget
- Complete tasks according to client needs
- Identify possible tender opportunities relevant to the business
- Prepare bids for potential jobs in accordance with technical skills
- Contribute technical expertise to projects
- Undertake tasks as per your position description.

### Personal

- Self-motivated and a good attitude to work
- Questioning mind/problem solving ability
- Demonstrated high academic and/or work achievement
- Strong communication and interpersonal skills
- Attention to detail
- Capacity to work independently and within a team
- Value a balanced approach to work, community and family.

## SALARY AND CONDITIONS

The remuneration package for the position will be negotiated with the preferred applicant and dependent on technical knowledge and experience, however, is expected to be in the range of \$120,000 – \$160,000 (FTE including superannuation).

## APPLICATION REQUIREMENTS

To be considered for this position, your application **must** include the following:

- A cover letter
- A succinct response to the **key selection criteria** (either in the cover letter or separate document)
- A **CV** (no more than 2 pages) listing qualifications, previous experience and the names of two referees.

### ENQUIRIES

Enquiries are welcome and are to be directed to:

*Carl Larsen*

*Associate*

*carll@rmcg.com.au*

*0419 622 393*

### APPLICATIONS

Applications should be sent to

*Leah McMahon*

*HR Coordinator*

*recruitment@rmcg.com.au*

<sup>1</sup> We support our Senior Consultants through collaborative teams and business systems to enable you to generate work for yourself and others that is equivalent to your own fees in your first year.