

# Position Description

<b>Position title:</b>	Senior Consultant - Agriculture
<b>Basis of employment:</b>	Full Time or Part Time (minimum 24 hours per week)
<b>Location:</b>	Melbourne, Bendigo, Warragul, Torquay, Launceston, or Hobart
<b>Remuneration:</b>	\$110,000-\$145,000 (FTE excl. superannuation) – to be negotiated with preferred applicant
<b>Closing date:</b>	5pm, Friday 14 <sup>th</sup> March 2025

## ABOUT RMCG

### Who we are

RMCG is a thriving multidisciplinary consultancy business with over 80 staff across Victoria, Tasmania, and NSW. Our dynamic team has skills in science, engineering, economics, social research, agribusiness, natural resource management, planning, strategy, communications and engagement. We apply our expertise and insight to drive sustainable resource use and healthy rural communities.

We consult on a wide range of agricultural, environmental, and community topics. Key areas for agriculture and horticulture are for instance: production systems and whole farm planning, farm business management and financial benchmarking, risk management, people on farms, resource use efficiency, sustainable/regenerative agriculture, climate, carbon and emissions management.

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.

Culturally, RMCG is 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.

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.

## WHAT WE ARE LOOKING FOR

We are looking for a smart, capable and enthusiastic team member with expertise that can be applied in the horticulture and agriculture work areas. We welcome innovative ideas and ways to improve what we do.

The successful candidate will have a multi-faceted workload, both managing and contributing to industry-focussed projects as part of a team.

Ideally, we are seeking a person who has a minimum of five years professional experience and demonstrated ability to:

- Work with individual farm businesses, government agencies, rural research and development corporations, peak industry bodies, agribusiness, rural communities, and natural resource management (NRM) bodies, to:
  - Effectively engage and communicate with our stakeholder groups

- Have a focus on providing value to farm businesses
- Collect, synthesise and analyse complex data to prepare plans, strategies and reports, and communicate information to a range of audiences
- Apply the understanding of interactions between the social, economic and environmental aspects of agriculture/horticulture to their work and communicate this with clarity.
- Produce sustainable, viable and practical outcomes for the management of productive landscapes and natural resources that can inform strategy and policy.
- Foster existing RMCG networks and develop new relationships.

The successful candidate will have an established professional network. Written and verbal communication skills, attention to detail, and the capacity to work within a team and independently, are critical to success in the role.

Previous experience in consulting would be considered favourably.

## **PRIMARY FUNCTIONS OF THE POSITION**

You will work in teams with other RMCG consultants on projects in the agriculture and horticulture work areas. You will help to ensure our clients are meeting their goals while maintaining a triple bottom line focus.

Some of the primary functions of the role may include:

- Collect, analyse and interpret a range of data from various sources to identify opportunities for improvement/innovation and clearly communicate findings in a manner suited to the target audience.
- Deliver industry extension/development activities to agricultural/horticultural businesses and stakeholders by applying your understanding of farming systems, land management options, sustainability and rural communities.
- Undertake projects involving sustainable production and industry development to inform strategy and policy.
- Demonstrate good oral and written communication with clients, collaborators, and colleagues.

RMCG currently manage some long-term national industry development projects across a range of agricultural industries and will continue to do so. The consultant may be responsible for managing project teams (both internal and external) to successfully deliver the required outputs and outcomes of projects and meet client expectations. This will require:

- Effective liaison and consultation with client(s), industry and other stakeholders, as well as team members (both within RMCG and sub-contractors)
- Development and delivery of resources and activities designed to meet the needs of the client
- Ability to develop and deliver engaging training in person (e.g. interactive workshops) or online
- Development and adherence to project management resources such as program logics, work plans stakeholder consultation plans, budgets and timelines.

## **KEY SELECTION CRITERIA**

We are seeking a candidate with at least five years of professional experience in Agriculture and/or Horticulture who can demonstrate:

- Demonstrated knowledge and experience in the areas including, but not limited to:
  - Rural Industry Development including extension, RD&E program management
  - Farm Systems including plant and animal health, soil management, biosecurity
  - Farm Business Analysis
  - Sustainability including carbon and sustainability frameworks.
- Strong technical knowledge relevant to sustainable agriculture and horticulture production systems and resource management.
- Demonstrated ability to analyse and interpret a range of data from various sources to identify opportunities for improvement/innovation.

- Excellent written and verbal communication skills, including the ability to clearly articulate findings, insights and recommendations and tailor these to meet the unique goals of clients.
- Ability to manage projects ensuring that projects meet clients' expectations, with examples of project management, consultation with industry, other project activities and outputs.
- Skills and experience in building effective working relationships with clients, colleagues and project stakeholders.
- Ability to identify and develop business opportunities.

## QUALIFICATION REQUIREMENTS

A degree in agricultural science, horticulture, environmental science, agricultural economics or a related discipline.

## ADDITIONAL INFORMATION

- RMCG is constantly evolving and thus able to provide ample opportunities for advancement within the company.
- We support job satisfaction and offer a flexible and highly autonomous approach to projects and work management.
- We offer exceptional conditions including daily lunches, paid parental leave, income protection insurance, an employee support scheme, clear progression pathways, staff profit share and an employee share scheme.
- We highly value diversity
- The position will involve some interstate travel.
- RMCG has offices in Victoria, Tasmania and NSW, and operates nationally.

## SALARY

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 \$110,000 – \$145,000 (FTE excluding 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:

*Donna Lucas*  
Principal  
[donnal@rmcg.com.au](mailto:donnal@rmcg.com.au)  
0459 047 478

*Clinton Muller*  
Senior Consultant  
[clintonm@rmcg.com.au](mailto:clintonm@rmcg.com.au)  
0498 192 596

### APPLICATIONS

Applications should be sent to  
Leah McMahon  
HR Coordinator  
[recruitment@rmcg.com.au](mailto:recruitment@rmcg.com.au)