

RMCG

Graduate Program

2025

RMCG is a multi-disciplinary consultancy specialising in environment, agriculture and communities.

Since its inception in 1989, RMCG has become one of Australia's strongest regionally focused consulting groups through a commitment to the sustainable development of rural industries and communities.





BRINGING CLARITY TO COMPLEXITY

Our great strength is our positive and constructive approach to complex issues. We are at our best working at the points where land, water and biodiversity knowledge intersects with community, economies and businesses.

BUILDING CONFIDENCE TO ACT

Our expertise and experience is applied to an increasingly diverse range of projects, with a common focus on sustainable resource use, land and water management, community participation and engagement, economic development and conservation of the natural environment.

Why RMCG?

WHO WE ARE

RMCG provides policy, planning and technical consulting services to ensure a healthy future for the environment, rural and regional industries and communities.

Our reputation is built on our great people – people who strive to make a difference and provide independent, informed and innovative advice.

OUR PURPOSE

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

EMPLOYER OF CHOICE

At RMCG, we pride ourselves on providing working conditions and arrangements that suit each individual's needs, including:

- Flexible working arrangements
- A clear career path
- Professional development opportunities
- Paid parental leave
- Income protection
- A share of the business profit
- Salary sacrifice options
- Lunch provided every day.

RMCG is a Certified Benefit Corporation (B Corp), we're part of a global community of businesses that meet high standards of social and environmental impact.

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.

B Corp aligns with our purpose, values and strategy. As a B Corp, we're counted among businesses that are leading a global movement for an inclusive, equitable, and regenerative economy.

The Graduate Program

RMCG's Graduate Program will provide you with challenging and meaningful work, and structured professional development to help you navigate the beginning of your career.

We will work with each graduate to develop a program that features at least three placements (of approximately four months) within RMCG. You'll work from a central office location but some travel between offices and client sites will be expected. There is also an opportunity for each placement to be held at a different office location if convenient.

As a graduate you will:

- Be a part of and work with a diverse team of professionals
- Work across several technical disciplines
- Be involved in interesting and challenging projects
- Have access to both internal and external learning and development opportunities
- Learn and grow with mentors and a network of peers.

We will provide:

- A 12-month program, with 3 placements of approximately 4 months at a time
- The opportunity to develop technical knowledge and skills by working with and learning from others
- The ability to explore different areas of interest across the business
- Structured training to become a great consultant
- Access to mentoring and supervision that will guide and support you throughout the year
- A competitive starting salary of \$75,000 including super.

On completion of our Graduate Program, you'll have a body of knowledge and experience that will help you identify your future career direction. We will work with you to help you make that next move. This could mean continuing to work with RMCG, but it could also see you working for another organisation or pursuing further study.

The graduate program with RMCG has been an amazing opportunity to work with well-respected experts in a wide variety of disciplines. To date, I have worked in the Resource Recovery and Environment areas, which themselves incorporate a wide range of topics. I have received strong mentorship, with my supervisor always making themselves available for answering queries, giving direction and feedback where required, and regularly checking in to see how things are going.

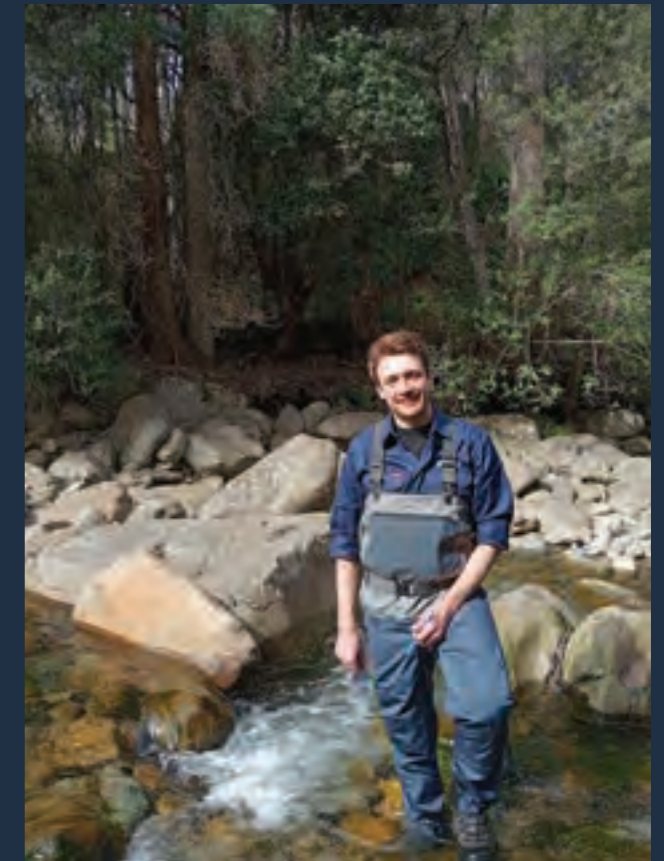
The program has been flexible to accommodate my interests and skills, whilst exposing me to new work areas. I have been encouraged to engage in client discussions, develop skills in areas in which I am passionate, and given autonomy to work in a way I find most productive.

Some highlights from the year include attending OzWater in Melbourne, including the Young Water Professionals workshop; working and engaging with large companies, water corporations, and government agencies to enact positive change; learning from well-respected experts within the company; and having the opportunity to work in multiple offices across Victoria and Tasmania. The work has been meaningful, and I feel lucky to be able say I am excited to go to work every day.

Being a mature age graduate, I have worked in multiple industries and countries and experienced a variety of workplaces. Therefore, a priority for me is the environment in which I work, and I can honestly say I have been taken aback by how welcome and supported I felt from day one. This speaks volumes to RMCG's emphasis on staff wellbeing and building and maintaining positive relationships across all levels and offices.

If you are looking to build a solid foundation within the consulting industry, work with well-respected experts, and be part of a workplace that genuinely implements their values, RMCG is a fantastic place to be.

*~ Tom Williams, MEng. (Exploration & Resource Geology); MSc. (Env.Eng.)
RMCG Graduate Consultant*

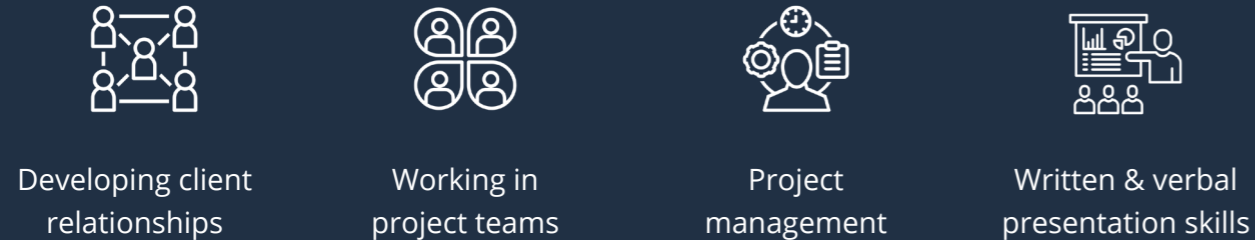


RMCG EXPERTISE

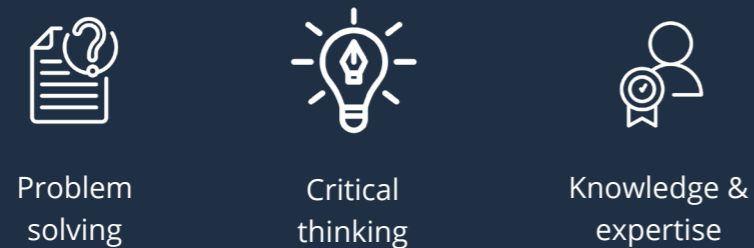
To discover the full range of RMCGs services and expertise visit www.rmcg.com.au.



TECHNICAL SKILLS DEVELOPMENT



CONSULTING SKILLS DEVELOPMENT



What our program involves

Our Graduate Program aims to equip you with real-world knowledge and skills to work in agriculture, the environment and community sector. You will be provided with a 12-month program that includes professional development opportunities, field work, mentoring and support. Your peers will also be a great resource to provide additional support and undertake training activities.

You will be allocated a professional development budget. To develop your financial management skills you will monitor and manage your budget throughout your program.

PLANNING AND EVALUATION

At the beginning of a placement you will meet with your nominated supervisor and the rotation lead to discuss and set specific goals for the rotation. You will meet again at the completion of the placement to discuss achievements, performance and any areas to focus on in the next rotation.

At the end of the program, you will be expected to prepare and document your learnings and experiences to be presented at a combined staff meeting.

PROGRAM COORDINATION

Your day-to-day RMCG contact will be your nominated supervisor and managers or projects you are working on.

The Graduate Program will be managed by our HR Co-ordinator who can answer any questions about your placement.

Our ideal candidate

We are looking for graduates with qualifications and an interest in the following areas:

- Agriculture – Farm business management and succession (dairy, horticulture, livestock, cropping, irrigated agriculture); research, development and extension; soil health and sustainable land management; carbon farming and accounting; workforce planning and development.
- Environment – Catchment management, biodiversity and conservation management, water for the environment, project planning and analysis, resource recovery and waste management.
- Water – Integrated water management (IWM), irrigation design and management, recycled water and domestic wastewater management, groundwater analysis, water quality and salinity
- Economics – Financial and economic analysis in water, agriculture and the environment including regulation and pricing, socio-economic and regional impact assessment, benchmarking, cost-benefit analysis and business case development, circular economy.
- Community – Stakeholder and community engagement, cultural heritage, planning, facilitation, evaluation, co-design, systems thinking.

WHO CAN APPLY?

To be eligible for the RMCG Graduate Program you will:

- Have completed an undergraduate degree in the last 12 months which is relevant to one or more of the disciplines on this page
- Be an Australian / New Zealand citizen or an Australian permanent resident*
- Have access to your own transport for travel between office locations.



DIVERSITY AND INCLUSION

In line with our Diversity and Inclusion Strategy, we aim to have a respectful and supportive workplace that enables us to attract and retain a diverse workforce which represents our community, and facilitates better quality services to our clients.

We highly encourage people who are diverse in gender, race, culture, religion, sexuality, ethnicity, age and ability, to apply and we are committed to ensuring all applicants have an equitable experience.

*Note: If you hold international qualifications, you'll need to provide us with a statement verifying recognition of your qualifications. You can verify your qualifications with the Department of Education, Skills and Employment.



Recruitment process

STAGE 1:

APPLICATION - OCTOBER 2024

To apply, you must submit a **resume and detail in 400 words or less why you wish to apply** for our Graduate Program and what skills and attributes you can bring to RMCG.

We also require a **copy of your academic transcript** or a statement verifying your qualifications if obtained overseas.

Please send your application to recruitment@rmcg.com.au. Applications close 5pm, Friday 4th October 2024.

STAGE 2: INTERVIEW - OCTOBER 2024

We will shortlist applications and advise if you have been successful in progressing to an interview. We will also contact unsuccessful applicants.

At the interview you will be invited to talk about your skills, experience, achievements and what you can bring to RMCG. You will also have the opportunity to ask questions of the interview panel.

STAGE 3: OFFER - NOVEMBER 2024

If you are our preferred candidate, we will present you with an offer of employment, with the aim of the program commencing early February 2025.



WANT TO KNOW MORE OR APPLY?

If you have any questions about our Graduate Program, please contact RMCG's HR Coordinator Leah McMahon on 0421 962 785.

Applications can be sent to recruitment@rmcg.com.au

Visit rmcg.com.au/careers for more information.

Office locations

BENDIGO

135 Mollison Street, Bendigo, Victoria 3550

MELBOURNE

Suite 4, Level 3, 108 Power Street Hawthorn, Victoria 3122

TORQUAY

5/16 Gilbert Street, Torquay, Victoria 3228

PO Box 620, Torquay, Victoria 3228

WARRAGUL

4/9 Napier Street, Warragul, Victoria 3820

HOBART

Level 1, 1a Cambridge Road, Bellerive, Tasmania 7018

LAUNCESTON

Level 2, 102-104 Cameron Street, Launceston, Tasmania 7250

ORANGE

PO Box 235, Orange, New South Wales 2800

RMCG

ABN: 73 613 135 247

rmcg.com.au

