

RMCG

Graduate / Junior Consultant Program

2026

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.





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.

CERTIFIED B CORP

We are proud to be a Certified Benefit Corporation (B Corp), a certification that aligns closely with our purpose, values, and strategy.

As part of a global community of businesses that meet high standards of social and environmental performance, we're contributing to a movement for an inclusive, equitable, and regenerative economy.

Being a B Corp means we're a for-profit company committed to using our business as a force for good. We're dedicated to using our resources and influence to drive positive social and environmental outcomes, alongside financial success.

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.

The Graduate/Junior Consultant Program

RMCG's Graduate/Junior Consultant 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/junior consultant to develop a program that features at least three placements (of approximately four months). 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/junior consultant 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.

Completion of the Program will grow your body of knowledge and experience across a range of disciplines, assisting in identifying your future career direction, and allowing RMCG to best support you in getting there. This could mean continuing to work with RMCG, but 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, MESci. (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.



Horticulture



Community



Water



Environment



Land use
Planning



Economics



Resource
Recovery



Agribusiness &
Rural Industry
Development

TECHNICAL SKILLS DEVELOPMENT



Developing client
relationships



Working in
project teams



Project
management



Written & verbal
presentation skills

CONSULTING SKILLS DEVELOPMENT



Problem
solving



Critical
thinking



Knowledge &
expertise

What our program involves

Our 12-month program is rich in professional development opportunities, field work, mentoring and support. You will have the opportunity to build strong relationships with your peers for additional support, feedback and learning opportunities.

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 of focus for the next rotation.

At the completion 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 of projects you are working on.

The 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 or early career candidates 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.
- Community – Stakeholder and community engagement, cultural heritage, planning, facilitation, evaluation, co-design, systems thinking.
- Water – Integrated water management (IWM), irrigation design and management, recycled water and domestic wastewater management, groundwater analysis, water quality and salinity.
- Resource Recovery - Waste and water balance assessment, diversion opportunities and processing, reuse opportunities, market analysis and regulatory approvals.

WHO CAN APPLY?

To be eligible for the RMCG Program:

- You will have completed an undergraduate degree (within the last 12 months) or are in the early stages of your career, with one to two years experience
- Your degree or experience will be relevant to one or more of the disciplines above
- You are an Australian or New Zealand citizen, or an Australian permanent resident*
- You will have access to your own transport for travel between office locations.



INCLUSION, DIVERSITY AND EQUITY

At RMCG, we have a shared direction and commitment to work together to build a more inclusive workplace that values our diverse workforce and promote equity.

We want everyone to feel that they belong - that they feel respected, supported and confident to bring their whole self to work.

We welcome applications from people with diverse backgrounds, perspectives and experiences, and are committed to ensuring an equitable and inclusive process for everyone.

*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 - NOVEMBER 2025

To apply, you must submit a **resume and detail in 400 words or less why you wish to apply** for our Graduate/Junior Consultant 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 5th December 2025.

STAGE 2: INTERVIEW - DECEMBER 2025

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 - JANUARY 2026

If you are our preferred candidate, we will present you with an offer of employment, with the aim of the program commencing early February 2026.



WANT TO KNOW MORE OR APPLY?

If you have any questions about our Graduate/Junior Consultant 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

WARRAGUL

4/9 Napier Street, Warragul, Victoria 3820

HOBART

19 Goulburn Street, Hobart, Tasmania 7000

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

