

RMCG

Graduate Program

2024

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.

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 \$70,000 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 role with RMCG has been full of opportunities. Each day, each project, each team I work with has been different, with its own rewarding challenges and new experiences.

RMCG have designed a great program. From day one graduates are immersed in a supportive environment and encouraged to work across a range of areas, simultaneously extending their existing skills while learning new ones from the experienced and welcoming staff. Having strong mentorship has helped me grow in areas like client communication, workflow planning, strategising and writing for different audiences.

The culture and staff team at RMCG stand out. From the start, I was afforded autonomy and flexibility to utilise my own working style and determine my own routine, which I have found really valuable. I feel like there is a lot of room to grow at RMCG and I'm looking forward to seeing what else the grad year has in store for me!"

~ Atalaya Ferrari, B.Env.Sci (Hons)

RMCG Graduate Consultant

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.



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



OUR EXPERTISE

Follow the links below to discover the full range of RMCs services and expertise
Or go to our website www.rmcg.com.au



Agriculture



Environment



Water



Community



Economics

Our ideal candidate

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

- ▶ Engineering - water, irrigation, waste management
- ▶ Agribusiness/Agriculture - extension, horticulture, benchmarking, soil science
- ▶ Cultural Heritage - field work and surveys, excavations

WHO CAN APPLY?

To be eligible for the RMC 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 - SEPTEMBER 2023

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 29 September 2023.

STAGE 2: INTERVIEW - OCTOBER 2023

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 2023

If you are our preferred candidate, we will present you with an offer of employment. Upon acceptance, we will discuss a suitable commencement date.

Since joining RMCG, I have gained incredible insight into First Nations cultural heritage. RMCG values the development of my understanding of Country and I have been privileged to work on Country and learn from Traditional Owners directly. My experiences in the field have supplemented my theoretical understanding of archaeology, as well as challenged my perceptions of what good archaeology is. I have learnt how to identify cultural heritage sites and, most importantly, how to respect Country and its Traditional Owners.

RMCG goes above and beyond to foster meaningful relationships with First Nations people. They work collaboratively, honestly, and transparently with Traditional Owners to ensure their cultural heritage is protected.

*~ Brooke Zuidema, B.Env.Sust. (Resource and Env.Mgt.), B. Archaeological Practice
RMCG Graduate Consultant*



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](https://www.rmcg.com.au/careers) for more information.



Office locations

BENDIGO

135 Mollison Street, Bendigo, Victoria 3550

MELBOURNE

Level 1 East, 1100-1102 Toorak Road, Camberwell, Victoria 3124

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