

Position Description

Position title:	Senior Consultant - Horticulture / Agriculture
Basis of employment:	Full Time or Part Time (minimum 24 hours per week)
Location:	Launceston or Hobart, Tasmania
Remuneration:	\$110,000-\$145,000 (FTE excl. superannuation) – to be negotiated with preferred applicant
Closing date:	Friday 20 th September 2024 (COB)

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 areas. We appreciate 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 knowledge to:

- Work with farm businesses, government agencies, rural research and development corporations, peak industry bodies, agribusiness, rural communities, and 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 accordingly.
- Produce sustainable, viable and practical outcomes for the management of productive landscapes and natural resources
- Look after existing RMCG networks and develop new relationships.

The successful candidate will have a good 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.

PRIMARY FUNCTIONS OF THE POSITION

You will work in teams with other RMCG consultants on projects in the horticulture and agriculture 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 are to:

- Deliver extension activities to agricultural/horticultural businesses and stakeholders by applying your understanding of farming systems, land management options, sustainability and rural communities
- Apply agricultural and environmental policies/guidelines and management principles as required
- Undertake projects involving sustainable production and industry development
- Collects, analyse and interpret a range of data from various sources and communicate findings
- Demonstrate good oral and written communication with clients, collaborators, and colleagues.

RMCG currently manages a number of long-term national industry development projects across a range of agricultural industries and will continue to do so. In addition to the project work, the consultant will be responsible for managing a small team (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:

- Ability to manage projects that have met the clients' expectations, with examples of project management, consultation with industry, other project activities and outputs.
- Strong technical knowledge relevant to sustainable agriculture and horticulture production systems and resource management.
- Excellent written and verbal communication skills, including the ability to clearly articulate findings, insights and recommendations.
- Skills and experience in building effective working relationships with clients, colleagues and project stakeholders.
- Ability to identify and develop business opportunities.

Previous experience in consulting would be considered favourably.

QUALIFICATION REQUIREMENTS

A degree or equivalent experience in agricultural science, horticulture, environmental science 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
donna@rmcg.com.au
0459 047 478

APPLICATIONS

Applications should be sent to
Leah McMahon
HR Coordinator
recruitment@rmcg.com.au