

About the Graduate Program

About Impact Ag Partners

We believe agricultural investment catalyses change to address current global challenges impacting future generations.

The Impact Ag Partners team supports over \$200 AUM across Australia, 100,000 acres of farmland across three states with annual and permanent crops and integrating grazing livestock. These have produced 2% increase in soil carbon sequestration and monetised \$1 million AUD in eco system services. This approach creates value through practicing regenerative agriculture as a nature-based solution.

Impact Ag Partners identifies value dislocation in real asset markets and delivers cash returns from the operations. They partner with investors through separate managed accounts to make direct investments.

About the Graduate Program

This is an opportunity to be at the forefront of profitable nature-based solutions and agricultural investment trends. Working with a team that is data centric in demonstrating our performance and monetising natural capital where possible.

People are the key to the continual growth and transformation of Impact Ag Partners. Developing and recognising great people is important to the ongoing success of our business.

Our graduates are part of a 2-year program that helps them to build a strong foundation for an exciting career. Whether you've studied agribusiness, business, commerce, economics, agricultural science, information technology, innovation, our diverse business means there are lots of different ways to contribute to our team.

We accept a small number of graduates each year so that we can provide great support to you as you start your career journey.

How it works

You get day to day support, exposure to senior leadership, structured development, and one of our leaders will be your career coach. Your career coach will mentor and assist you as you learn and grow.

During the program, you will have the chance to learn and challenge yourself with interesting projects and responsibilities. Whether you are analysing production data,

identifying strategies that drive improvement, researching potential market areas, or developing farm budgets, financial forecasts or annual plans – you will help shape our future as well as yours!

This 2-year program builds a foundation of skills and knowledge that set you up for success in your career. Impact Ag Partners will provide flexibility in the number of days required to work if you are completing your degree. At the end of the program, you may be offered full-time employment with the Impact Ag team, if not we will endeavour to support you in industry placement.

Location

Our corporate office is located in Armidale NSW and our farm assets are located across Australia.

Graduate applications

To be eligible, you must be in the final year of a university undergraduate or postgraduate degree or have completed your university studies within the past 12 months of applying. This is from the time you complete your final unit or subject, not 12 months from your graduation date.

Competencies and experience

- Knowledge, understanding and interest in the Agricultural Industry
- On-farm practical experience is imperative
- An understanding of how to drive the entire reporting process including gathering and documenting required data, conducting analysis and building meaningful reports
- Strong analytical and critical thinking skills as well as proactivity and initiative to prevent error and meet client expectations
- Ability to meet deadlines through strong organisational skills and a strong work ethic
- Work independently on projects with the support of the Impact Ag team
- Excellent time management skills, with the ability to prioritise tasks in line with business requirements
- Strong attention to detail and problem-solving skills
- Strong oral and written communication skills including the ability to liaise with clients, their staff and industry professionals.
- Competent with Office 365 environment and software applications
- Flexibility with work hours

Outline of key areas of learning

Over the 2-year program you will be exposed to all aspects of our business. Some of these include, but not limited to:

Strategic Research & Development: Research property acquisition opportunities and perform due diligence. Research commodity markets and analyse feasibility for clients. Perform natural capital research whilst maintaining data bases. Research new consumer, industry, technology, and practice trends.

Data Collection: Liaise with the team and on farm managers to ensure environment, social, finance and production data is collected and recorded for the use of analysis and reporting purposes, which provides valuable property and industry insight and benchmarking. Prepare information for use across business functions.

Reporting: Build meaningful reports using data, compliance, strategy and financial information, in line with the individual client's investment and business strategy, interests and goals.

Strategy Development and Execution: Identify strategies that drive improvement, SWOT analysis, research and recommendations to target potential market areas for the clients that are consistent with the strategy, skills, competencies and resources of the client. Execute strategies and special projects when required.

Research: Face to face interaction with sophisticated investors whilst researching investment opportunities and preparing due diligence materials for the team.

Budgeting and annual planning: Working with the Farm Manager and Client Asset Manager to develop farm budgets, financial forecasts, and annual plans. Ongoing monitoring and analysis of performance on a monthly, quarterly, and yearly basis, as well as providing scenario, seasonal and strategy updates.

On Farm: On site farm visits/stays to gain experience and have insight into in the farm operations.

Administration: General business administrative work.

Records: Documentation and record keeping where required.

Policies: Adherence to all company Policies and Procedures.

Confidentiality: Strict adherence to the confidential treatment of all client and business information.

Special Projects: From time to time, additional projects require scoping, development, research & analysis.

How to apply

Through our Graduate Program online <https://www.impactag.com.au/graduate-program/>