

Position Description

Position Title: Senior Financial/Production Analyst

Reports to: COO

Issue Date: August 14 2023

Position Summary

The purpose of this position is to support an innovative company in its mission to regenerate land-based assets, successfully deliver investors' financial goals, and be a leader in at-scale agriculture and premium supply-chain solutions.

The Analyst will complete and deliver insightful, user-friendly analysis of agricultural investments, farm and ranch due diligence, and operational/production dynamics. This position will broadly support the Impact Ag team, including in data collection, due diligence, strategy development, budgeting, financial management, and reporting to provide meaningful information for the whole team to progress towards its mission. This position will work to gain insight into industry developments and trends; understand individual business plans and reporting; and present quality product that helps drive improvement and growth.

This is a new and exciting role for an individual with an open and curious mindset looking to be a part of a growing and collaborative team. Applicants in various stages of their careers are encouraged to enquire.

Location

This position will be based in Bozeman, Montana. Remote work is possible for the right candidate.

Key responsibilities/authorities

In fulfilling the following duties, you will report directly to the COO, support and rely on the broader Impact Ag teams (both in the United States and Australia), and work with ranch and farm managers, Impact Ag's investors, and industry professionals.

- **Data Collection:** Liaise with the COO and ranch and farm managers to ensure environment, social, finance and production data is collected and recorded for the use of reporting purposes, which provides valuable property and industry insight and benchmarking.
- **Strategy Development:** Identify strategies that build on opportunities, drive improvement, and address risks and threats. Additionally, for investors, conduct research and draft recommendations to refine operations and target potential markets consistent with their profile and goals.
- **Research:** Participate in the review of investment opportunities and due diligence assessments across a variety of geographic and commodity enterprises identifying other relevant information and presenting it in an accurate and timely manner.
- **Budgeting:** Working with the Managing Director, COO, and Finance Managers to develop budgets, financial forecasts and cashflow projections. Ongoing monitoring and analysis of performance on a

monthly, quarterly and yearly basis, as well as providing seasonal updates and, as needed, analysis of emerging scenarios.

- **Operations:** When applicable, and with the right skill set, work with land managers and our supply-chain partners to implement strategy, practice change, and verifications into the enterprise. This would include in-person travel to properties and other locations.
- **Reporting:** Complete and/or build meaningful individual reports using data, compliance, strategy and financial information, in line with the individual's business strategy, interests, and requirements.
- **Administration:** General business administrative work.
- **Records:** Documentation and record keeping.
- **Policies:** Adherence to all company Policies and Procedures.
- **Confidentiality:** Strict adherence to the confidential treatment of all investor and business information.
- **Special Projects:** From time to time, additional projects require scoping, development, research, and analysis.

Competencies and experience required

- Knowledge, understanding, and broad interest in the agricultural industry, increasingly through a regenerative lens.
- Strong financial modelling skills and ability to interpret/communicate information.
- Proficient with Excel and keen to learn new applications and tools
- An understanding of how to work amongst an interdependent research, planning, and reporting process, including gathering and documenting requirements and delivery of outputs
- Ability to conduct financial analysis and interpret basic financial statements
- Ability to complete and/or build pragmatic analysis tools both for financial and operational improvement
- Strong oral and written communication skills including the ability to liaise with clients, their staff, and industry professionals.
- Strong analytical and critical thinking skills, proactive in preventing errors, strong attention to detail, and a vigorous problem-solver.
- Ability to meet deadlines with efficient organisational skills, driven by a strong accountable work ethic
- Excellent time management skills with the ability to prioritise tasks in line with business requirements
- Work independently on projects with the support of the Impact Ag team
- Competent with Microsoft Office environment and software applications
- Flexibility with work hours
- Drivers license

Performance Goals

Process

- Produce clear, correct and informative product
- Priorities – 100% met

Performance

- Positive revenue generation
- Client retention

People

- Demonstrate core values: be accountable, strive for excellence, create value, be optimistic
- Work effectively in a team environment

Client

- Demonstrate value to clients by providing innovative, thought-provoking, leading analysis and knowledge in a timely manner

Land

- Develop a working understanding of the contexts our farms, ranches, and enterprises exist in and how communities, climate, ecosystems, and markets are interrelated.

Natural Capital

- Become effective in understanding, discussing, and integrating emerging natural capital metrics and markets into business strategies, including, but not limited to, soil carbon, biodiversity, and water assets.

Personal qualities

- Open-mindedness, curiosity, passion, and optimism about developing regenerative agricultural enterprises that address social, economic, and environmental needs
- Display honesty and integrity at all times
- Intrinsically motivated to meet the demands of the role and exceed investor expectations
- A flexible innovative approach to problem solving with a focus on providing value
- A positive, effective team member within a small established business
- Fit for working conditions commensurate to the purpose and areas of responsibility associated with the role

Compensation

Depending on experience, compensation will vary. Core components of our competitive employee plan include:

- Salary
- Health Insurance
- Matching retirement
- Vacation and Sick Leave
- Professional Development and Education

Start Date

Sept – Oct 2023. Flexible for the right candidate.

Contact and Inquiry

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