

## Position Description

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**Position Title:** Senior Analyst

**Reports to:** Investment Manager

**Location:** Armidale, NSW. Remote work is possible for the right candidate.

**Issue No:** 1

**Issue Date:** August 2023

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### ABOUT US

Impact Ag Partners believes agricultural investment catalyses change to address current global challenges impacting future generations.

Impact Ag Partners is an agricultural real asset management company who identifies value opportunities in real asset markets and delivers annual cash yields from the operations. We partner with investors through separate managed accounts to make direct investments in agricultural assets.

With over AUD\$955M under management across Australia and the United States, including 500,000 acres of farm and ranch land. These assets produce annual and permanent crops and raise grazing livestock. These assets have produced 2% increase in soil carbon sequestration and \$1 million AUD in eco system services. This approach creates value through practicing regenerative agriculture as a nature-based solution.

### 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 Senior Analyst will complete and deliver insightful, user-friendly analysis of agricultural investments, farm due diligence, and operational/production dynamics. This position will broadly support the Impact Ag team, including 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 an exciting role for an individual with an open and curious mindset looking to be a part of a growing and collaborative team. Applicants preferably with operational experience and 5+ years analyst or similar experience are encouraged to enquire.

### KEY RESPONSIBILITIES/AUTHORITIES

In fulfilling the following duties, you will report directly to the Investment Manager, work with the Operations Manager, as well as support and rely on the broader Impact Ag team and work with farm managers, Impact Ag's investors, and industry professionals.

- **Data Collection:** Liaise with the Investment Manager 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 Investment Manager and Operations Manager 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.

## SKILLS AND EXPERIENCE

- Knowledge, understanding, and broad interest in the agricultural industry, increasingly through a regenerative lense.
- Strong financial modelling skills and ability to interpret and 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 to travel to operational assets from time to time.
- 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 and enterprises exist in and how communities, climate, ecosystems, and markets are interrelated.

## **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.

## **DESIRABLE**

- RCS Farming and Grazing for Profit
- Knowledge of Agworld software system and Xero accounting software