



## 2rog Consulting - Person Description

2rog Consulting is looking for smart, enthusiastic and energetic people to become part of our business. We have written a 'person description' because we want you to become part of the company: to grow; to learn; and to enjoy working with us. A position description simply can't capture that.

*We don't want a position, we want a person.*

At 2rog every project is different and challenging but for the right person this challenge is just the right thing. It is what we love. We're not really interested in doing treadmill type projects that lots of other consultancies do.

Right now, we are looking for person who is interested in helping us deliver conservation planning projects that contribute to a nature positive future and complex, landscape scale impact assessments. Some of the things we do include:

- Helping clients understand what 'nature positive' means and how to do valuable things in this space
- Advising clients on natural capital opportunities and nature markets
- Landscape scale impact assessment – think strategic assessments and bioregional planning
- Offsets strategies and plans
- Conservation and environmental management planning
- Analysis of scientific data to inform our work and deliver outcomes
- Working at the science-to-policy interface.

We want to keep delivering great outcomes across these areas and can do this by building our team. We are genuinely open to options, and so are keen to hear from you if you are a mid, senior- or principal-level environmental practitioner interested in the things we are.

### **What will you do?**

We currently work on a range of things within the realms of nature positive services, conservation planning and landscape scale environment impact assessment (see the list above). And we would expect you to contribute to all our projects and the wider business in a significant way.

Everyone at 2rog does the following, and you would too:

- Writing. Writing is a lot of what we do. It's how we communicate complex ideas, clearly and concisely in language that is appropriate for the client and the project.
- Talking. Talking is also a lot of what we do, including advising clients, going to meetings, facilitating workshops, giving presentations, brainstorming & working through ideas
- Thinking and analysing data, reports, people and situations using your formal and informal training. It's rare for any two jobs to be the same, so thinking and adapting is really important

- Collaborating. We are a small team and work dynamically across our own organisation and with numerous collaborators. This includes other consultants, government agencies, technical experts, academics.
- Working out ways to be efficient and effective in our work. We are a four day work week company that pays our staff for full time effort and output.
- Being part of a team, we are a team company. We are better together.

Once you are up and running you'll be leading and doing your own projects from talking to the client about their needs to finalising a project. We will work with you depending on your particular skills, interests and network to develop your experience and confidence within 2rog.

### Some particulars

We are looking for the right people and are flexible about:

- **Location:** This role is based in our Brisbane office. We balance being present in the office and WFH, so you will need to come to our CBD office on a regular basis.
- **Full time / part time:** We are open to either.
- **Salary:** We'll work out a package that includes profit sharing, plus all of the other usual parts. We will work through the details with you at the right time but be assured we want to offer you something that is market competitive and meets your expectations.

### **What skills and experience might you have?**

We are looking for good people who like being part of a small team, are enthusiastic about seeking great outcomes, and are keen to keep learning. The important things we want from you:

Sharing our vision and values of fun, science, understanding, give back.

Relevant experience as an environmental practitioner in the private sector, government and/or a research institution. It much more about what you do, than years on the job, but here is a guide:

- Three plus years for a mid-level consultant
- Eight plus years for a senior consultant
- Fifteen plus years for a principal consultant.

The following skill set:

- A strong understanding of conservation planning, environmental regulation and policy, environmental impact assessment, environmental management, ecology
- An awareness of the emerging opportunities and issues regarding nature positive and natural capital
- An ability to research and understand scientific information, then translate that into practical applications and outcomes
- Excellent writing skills. If you can write well, you can think clearly and understand the issues well, and can present information in a way that suits our clients
- Excellent listening and talking skills. Understanding is one of our values and is something our clients appreciate the most
- The drive to take initiative and be proactive in your work and with clients & collaborators
- Strong skills and experience with Microsoft Word, Excel and PowerPoint. GIS skills would also be very useful but are not essential.

- For a senior or principal role, we would also expect you to have an emerging or established network. This will help you to win work and collaborate with others. We'll help you continue to build and foster your network, as well.

#### **What we will provide you:**

- A fun, engaging and caring workplace
- Flexible hours including a 4-day working week and WFH options
- You won't do timesheets unless a client requires it
- An opportunity to own part of the company and not just a tiny bit
- Annual whole of company get-togethers where we enjoy each other's company, with a bit of serious and a bit of fun. Most recently, we learnt how to make kites, meditate, sip & paint; as well as workshopping how to collaborate effectively across offices and what is all this nature positive stuff anyway
- Training & mentoring: we will help develop your innate curiosity and creativity; we want you to develop your leadership, business and people skills as well as technical skills; this means training courses, conferences (we go to, present at and sponsor a lot of these), on-the-job training, mentoring and coaching
- Give back time: our company policy is that everyone gets two weeks' work time each year to help a charity of their choice. Pick a cause and pitch in

#### **What do you need to do?**

Right now send an email to Ailsa ([akerswell@2rog.com.au](mailto:akerswell@2rog.com.au)) and let us know you are interested and why. We will arrange a chat before any formal applications are required.

Check out our website [2rog.com.au](http://2rog.com.au) and find out a bit about us.

Google the team members to find out about us.

Ask friends, family and trusted contacts to see if considering joining us is smart.