

# Building Capacity in the Australian Rice Industry



## RICE INDUSTRY GRADUATE PROGRAM

The Australian Rice Industry leads the world in rice crop yields & water use efficiency. If you are interested in irrigated agriculture & looking for a challenge, this program could be for you.

- Complete a range of diverse & complementary placements where you will work closely with rice industry researchers, extension officers, advisors, agronomists, policy makers & marketers.
- Attain further training by attending relevant conferences, training days & courses.
- 12 months full time employment, competitive remuneration & flexible working arrangements.
- Develop valuable professional networks.

### ABOUT

Graduates will be mentored by industry experts while completing meaningful projects with host organisations within the rice industry, including:

- Riceworkers' Association of Australia Inc. (RGA)
- Rice Extension
- Rice Breeding Australia
- SunRice

The Rice Industry Graduate Program has two career pathways to choose from:

Research, Development and Extension Stream

Located in Rural and Regional Areas with opportunity to attend Industry Conferences.

Agribusiness and Policy Stream

Located in Regional and Metropolitan Areas with opportunity to attend Industry Conferences.

### ELIGIBILITY

To be eligible, you'll need to:

- have graduated with a relevant university degree\* within the last three years;
- be willing to relocate for program rotations (within NSW); and
- be an Australian or New Zealand citizen, or Australian permanent resident – please note that temporary visa holders are not eligible for this program.

\*Relevant degrees include Agriculture, Science, Business and Communications, and Policy university degrees.

**QUESTIONS?** Contact the Leadership Manager Ainsley Massina to discuss the program requirements via:

- email [amassina@rga.org.au](mailto:amassina@rga.org.au) and,
- by phone on Monday, Tuesday, and Thursdays on 0428 859 214.

T 02 6953 0433  
57 Yanco Avenue  
PO Box 706  
Leeton NSW 2705

[rga.org.au](http://rga.org.au)   



## HOW TO APPLY

Email your application to [rga@rga.org.au](mailto:rga@rga.org.au). Your application should include:

- Resume
- Cover letter outlining your passion for agriculture and interest in the rice industry (No longer than 1 page).
- Copy of your academic transcript
- Responses to the selection criteria
- TWO referees who can comment on your work performance and your claims against the selection criteria.
- Any other relevant information

## SELECTION PROCESS

Application deadlines will be advertised on the RGA Website, and on the Seek website. Applications that progress to the next stage will be notified via phone and email.

All candidates are reviewed without bias and will be fairly assessed against the role and it's criteria without discrimination.

As part of the process, you will undergo a few different processes including:

- Online application (Resume, academic transcript, and cover letter are all essential).
- Telephone screening
- Virtual (Zoom) or Face to Face interview which may include behavioural, open-ended, and situational interview questions.
- TWO reference checks.
- Verbal offers for successful candidates.
- Unsuccessful applicants will be notified by email.

## SELECTION CRITERIA

All criteria have a 300 word limit.

### 1. Industry specific knowledge:

Why do you want to work in the rice industry?

How do your skills and experience make you a good fit for the industry's graduate program?

What are you hoping to get out of the program?

### 2. Working with people:

Describe a time when you experienced conflict in a team environment. What did you do?

What was the outcome?

What would you do differently next time?

### 3. Problem solving:

Describe a time when you were given a task requiring skills not in your skillset. What actions did you take and what resources did you use?

What did you learn from the experience?

### 4. Planning and organisation:

Describe a situation when you were required to prioritise your workload in order to meet a tight deadline. What tools and strategies did you use?

What did you learn from the situation?

### 5. Judgement and resourcefulness:

Describe a time when you identified a way to improve a service for customers/clients/workplace. What were your improvements, how did you implement them and what was the result?

### 6. Other information to support your claims for the position.