

Sustainability Manager, Agriculture

Status: Contract role (6-12 months, full time or part time)

Location: Sydney/Melbourne hybrid preferred

The role of *Sustainability Manager, Agriculture* will be critical to support the growing aspirations of New Forests and New Agriculture across the agriculture sector. New Forests and New Agriculture seeks to be a leading investment manager developing institutional investment strategies that address the intersecting imperatives of sustainable landscape management, nature-based solutions for a net zero and nature-positive future, shared prosperity with stakeholders, and the circular bioeconomy.

Reporting to the Head of Sustainability, the *Sustainability Manager, Agriculture* will lead the evolution of New Forests' group-wide strategies, policies, practices, and disclosures related to environmental, social, and governance ('ESG') and impact to address agriculture. The *Sustainability Manager, Agriculture* will guide the Strategy for delivering sustainability within the agriculture portfolio, with a view to a longer-term transition to regenerative agriculture. They will develop agriculture specific Investment and Operational Procedures and Guidance to ensure ESG risks and opportunities are appropriately addressed across the investment lifecycle in alignment with the Strategy and New Forests sustainability commitments including Net Zero by 2050. They will also assist in evolving the ESG and impact disclosure framework to ensure applicability to agriculture assets and support leading practice reporting internally and externally.

New Forests is a global investment manager of nature-based real assets and natural capital strategies, with AUD 10.7 billion (USD 7.3 billion) in assets under management across 1.27 million hectares (3.14 million acres) of investments. We manage a diversified portfolio of sustainable timber plantations and conservation areas, carbon and conservation finance projects, agriculture, timber processing and infrastructure. We aim to generate shared prosperity for our clients and the communities in which we operate and accelerate the transition to a sustainable future.

New Forests' vision is to see investment in land use as central to the transition to a sustainable future. To achieve this vision, New Forests' investment strategies support the role of forests and agriculture as nature-based solutions, to provide sustainable food and fibre for the growing circular bioeconomy and contribute to the sustainable development of regional economies and rural communities. Headquartered in Sydney, New Forests is a Certified B Corp and operates in Australia, New Zealand, SE Asia, Africa and the United States.

Responsibilities:

- Recommend updates to the New Forests Responsible Investment Policy to ensure applicability to agriculture. Recommend and develop other policies as applicable.
- Lead the update of the Social and Environmental Management System ('SEMS') Investment Guidance to ensure applicability to agriculture, including developing an ESG risk screening tool.
- Further develop the Agriculture Sustainability Minimum Standards including management standards and procedures applicable to animal welfare, deforestation and land clearing and highly hazardous chemicals. Develop any other standards and procedures as required.
- Review the agriculture-related Asset Metrics e.g., 'biodiversity, human health, workplace injuries, gender, etc' to ensure all the relevant metrics for agriculture are identified and included in the data collection. Develop guidance for the use of those metrics in performance monitoring and reporting to stakeholders internally and externally.
- Review the agriculture-related (i) fossil fuel based emission inventory and the (2) biogenic emissions and removals inventory and provide recommendations for any improvements.
- Lead the development of the SEMS Declaration Document for agriculture assets (Lawson Grains and ANZLAFF) incorporating all the elements listed above.
- Undertake research on emerging key trends and opportunities in sustainable and regenerative agriculture and propose and develop new best practice guidance on these emerging trends where required e.g., climate change risk and resilience, sustainable agriculture certification, net zero transition, natural capital management, deforestation, social carbon, and regenerative agriculture.

- Develop guidance and training to ensure the agriculture-related SEMS requirements are understood by the Investments and Operations teams and implemented within their processes and decision making.
- Contribute to the development of group-wide, regional or fund level agriculture-related impact targets and improvement plans for addressing key ESG issues and achieving impact targets including those related to emissions reduction, carbon projects, biodiversity improvements, indigenous engagement, gender equality.
- Further develop the Transition to Regenerative Agriculture Strategy.
- Review agriculture-related collaborative initiatives e.g., regional and international standards development, climate and biodiversity initiatives, and make recommendations as to New Forests or New Agriculture's future participation based on an assessment of value to be derived.

We are seeking candidates with the following:

- Bachelor's degree in business, economics, finance, agriculture, environmental or social science, or equivalent as a minimum.
- Demonstrated experience in agriculture, agricultural science, agronomy, agriculture investment and/or ESG, sustainability or impact issues, management and/or reporting.
- In-depth understanding of key sustainability and ESG themes relating to agriculture.
- Thorough understanding of agronomy and livestock management would be preferable.
- Familiarity with global environmental and social policy and agendas related to agriculture, including the Paris Agreement and the Sustainable Development Goals.
- Strong written and verbal communication skills and ability to distill and synthesize technical agriculture sustainability information for various audiences, including investors, peers, and other stakeholders.
- Demonstrates the values of the sustainability program of Accountability, Cultivating Innovation, Courage, and Driving Results.
- Strong Microsoft Office skills including Outlook, PowerPoint, Word, and Excel.
- Excellent time management and organisational skills including ability to manage, delegate and ensure completion of several competing tasks and objectives.
- Attention to detail and ability to effectively review and organise information and data.
- An ability to work independently and prioritise effectively.
- Ability to build strong relationships and work within a team environment.

What can we offer?

Our environment is busy and supportive, and the team is professional but relaxed. If you join us, you would be joining a growing, fast paced business which is an environmental and sustainable leader in forestry investment. You will also be working with professionals who are passionate about their work!

We pride ourselves on having a supportive New Forests culture that is inclusive to all and we would love to learn how you can bring your unique skills and experience to our business. If you have experience in any of these areas, we encourage you to apply for our roles, even if you only meet some of the criteria.

To apply, please provide your resume and cover letter, explaining your interest and qualifications for the position, in PDF format, to jsaleeba@newforests.com.au

Phone calls will not be accepted.

New Forests is a Certified B Corp and an Equal Opportunity Employer that values diversity and inclusion. We offer flexible working arrangements to all employees to support their work/life balance.