



Rural Financial
Counselling Services
NSW NORTHERN REGION
www.rfcsnr.org.au

RBS
RURAL
BUSINESS
SUPPORT

POSITION VACANT

Small Business
Financial Counsellor

Full Time

January 2022 -
December 2022

Applications are now open

www.rfcsnr.org.au

**RURAL FINANCIAL COUNSELLING SERVICE NSW
NORTHERN REGION**

Position Vacant

Rural Financial Counselling Service NSW Northern Region (RFCSNSW-NR) is seeking to employ a Small Business Financial Counsellor to service the Singleton region and surrounds.

The successful applicant will reside in the selected locality - Singleton.

It is expected the successful applicant will commence no later than 30th February 2022 and the position will continue through to 31st December 2022.

RFCSNSW-NR provides confidential, free and impartial rural and small business financial counselling services to primary producers, fishers, small rural businesses and small businesses experiencing financial difficulties.

The position has been funded in response to Drought, Bushfire and COVID-19 - Regional Recovery Small Business Support Program.

The position's scope includes:

- (a) Assist SME operators' requesting financial counselling with a financial analysis consisting of annual, or year in year out cash flow budget, statement of assets and liabilities, cash flow analysis and options for business improvement,
- (b) When appropriate, assist operators to negotiate arrangements with their financial institutions,
- (c) Encourage operators to seek professional advice to develop longer-term strategies and plans to improve preparedness,
- (d) Refer operators to a network of professional service providers for advice with legal, accounting and financial planning and investment matters and social and welfare matters,
- (e) Provide Progress Reports on the number of small businesses referred for assistance, activities, outputs and the outcomes they have been helped to achieve, and
- (f) Provide mentoring to individual and client groups regarding business improvement and resilience opportunities.

Case management

The successful applicant would be expected to understand case management and how to apply that to small business clients. This approach is expected to encourage behavioural change and drive decision making for positive outcomes.

Within a case management framework, the role of the counsellor includes helping clients:

- understand their financial position,
- understand the benefits and drawbacks of different options to manage financial issues,
- develop budgets and cash flows,
- negotiate with creditors,
- access dispute resolution services,
- understand their rights and access broader professional advice and support,

- access government and community grants, programs or schemes,

In providing financial counselling, a counsellor cannot:

- provide counselling or other services to individuals who are not eligible clients,
- charge any form of payment for providing counselling—this includes receiving in-kind payments, or charging for any expenses associated with delivery of services,
- complete any sections of client documentation (i.e. succession plans, application forms etc) where legal, financial, accounting or taxation advice is required,
- provide advice on accounting, taxation or legal aspects of a client's enterprise,
- provide advice on debt agreement administration under the *Bankruptcy Act 1966* (Cth),
- provide family, social or emotional counselling,
- provide technical advice for clients' enterprises,
- provide advice on specific (branded) products,
- provide advice on insurance products, investment products, investment strategies and plans,
- representing clients at Administrative Appeals Tribunals, or other legal processes such as a court of law,
- Act as a small business operator's advocate or representative in dealings with government agencies,
- Use unrealistic value or assets, productions, or prices in a financial analysis or application for assistance

Minimum qualifications

Small business financial counsellors will be required to hold a Diploma of Financial Counselling or a Diploma of Financial Counselling (rural). New counsellors can commence employment without the minimum qualification, provided they:

- have been assessed by the service provider as having a base-level of skills and experience in a related financial capability role suitable for the provision of financial counselling, and
- begin the diploma within 6 months.

Preference will be given to applicants with proven qualifications and/or skills and experience in finance, business and or law. Knowledge of the small business sector in the location chosen would be considered very desirable and the successful applicant would be an excellent communicator and networker.

Organisational background

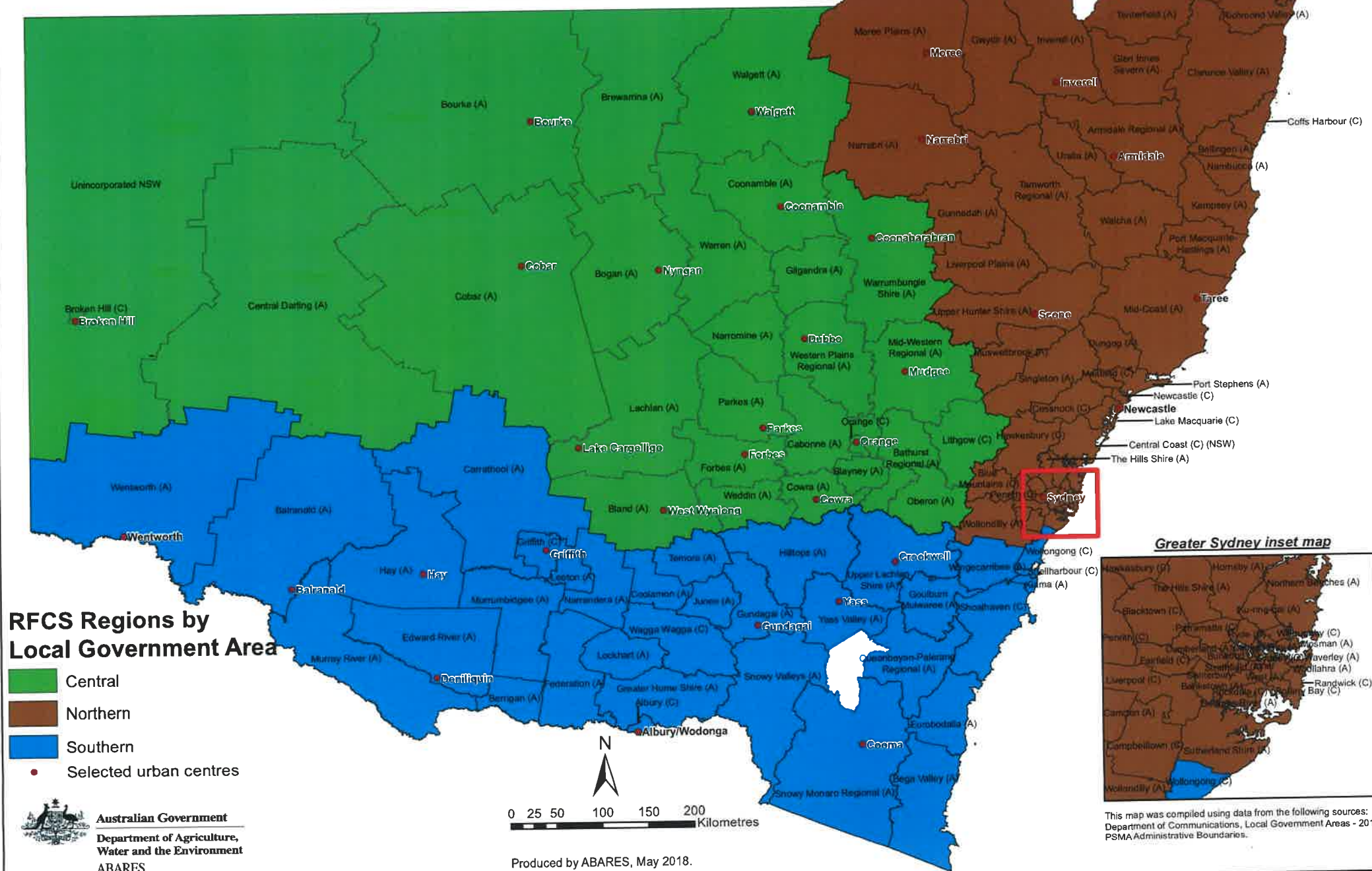
RVB&RFCS Inc is an incorporated association which delivers the Rural Financial Counselling Service (RFCS), a program funded by the Commonwealth Government, National Recovery and Resilience Agency and the New South Wales Government.

RFCS supports farming communities and small rural business owners. The RFCS is a funded program providing free, confidential and independent assistance for agricultural farms and businesses at risk of financial hardship.

Our service has been supporting farmers for thirty years. Our Head Office is located in Lismore NSW.

Rural Financial Counselling Service 2016-19 Program - New South Wales

(Note areas are indicative only)



APPLICATION PACKAGE

Applicants are to provide:

1. **A resume, and detail outlining your qualifications and work experience, in which you address how you would:**
 - a. **Achieve the scope of the role (see over page),**
 - b. **Demonstrate your knowledge of the small business sector in the location which you are applying for,**
 - c. **Successfully implement a 'case management' approach with clients (see over page),**

This above, including a cover page, is to be no more than 4 (four) A4 pages in length.

Closing Date: Early February 2022

Applicants are to apply using the following link:

Small Business Financial Counsellor

Selection documentation

Scope:

The position's scope includes:

- (g) Assist SME operators' requesting financial counselling with a financial analysis consisting of annual, or year in year out cash flow budget, statement of assets and liabilities, cash flow analysis and options for business improvement,
- (h) When appropriate, assist operators to negotiate arrangements with their financial institutions,
- (i) Encourage operators to seek professional advice to develop longer-term strategies and plans to improve preparedness,
- (j) Refer operators to a network of professional service providers for advice with legal, accounting and financial planning and investment matters and social and welfare matters,
- (k) Provide Progress Reports on the number of small businesses referred for assistance, activities, outputs and the outcomes they have been helped to achieve; and
- (l) Provide mentoring to individual and client groups regarding business improvement and resilience opportunities.

Case management

The successful applicant would be expected to understand case management and how to apply that to small business clients. This approach is expected to encourage behavioural change and drive decision making for positive outcomes.

Within a case management framework, the role of the counsellor includes helping clients:

- understand their financial position,
- understand the benefits and drawbacks of different options to manage financial issues,
- develop budgets and cash flows,
- negotiate with creditors,
- access dispute resolution services,
- understand their rights and access broader professional advice and support,
- access government and community grants, programs or schemes,

In providing financial counselling, a counsellor cannot:

- provide counselling or other services to individuals who are not eligible clients,
- charge any form of payment for providing counselling—this includes receiving in-kind payments, or charging for any expenses associated with delivery of services,
- complete any sections of client documentation (i.e. succession plans, application forms etc) where legal, financial, accounting or taxation advice is required,
- provide advice on accounting, taxation or legal aspects of a client's enterprise,
- provide advice on debt agreement administration under the *Bankruptcy Act 1966* (Cth),
- provide family, social or emotional counselling,

- provide technical advice for clients' enterprises,
- provide advice on specific (branded) products,
- provide advice on insurance products, investment products, investment strategies and plans,
- representing clients at Administrative Appeals Tribunals, or other legal processes such as a court of law,
- Act as a small business operator's advocate or representative in dealings with government agencies,
- Use unrealistic value or assets, productions, or prices in a financial analysis or application for assistance

A current driver's licence is essential and frequent travelling is required. Work and travel time outside of 8am – 5pm would be required. The successful applicant will often be required to work without direct day-to-day supervision.

The successful applicant may be required to undertake ongoing professional development other than the diploma.

Police Checks

Successful applicants may be required to undergo a police check.

The fitness of applicants to perform the role of a small business financial counsellor may depend on the results of a criminal history check performed by the relevant police authority.

Selection process

If selected for an interview, applicants may need to provide two referee reports with comments against your competencies.

Total remuneration package: \$83,000 - \$91,000 per annum plus super and loadings, depending on experience and qualifications.

Vehicle (for work use), computer, mobile phone provided.