Rural Business Wellbeing Coach

Full-time contract role. 2-year term.

1x role located in the Southern Queensland rural area (flexible on location west of Toowoomba)

Work from home available (travel required throughout the region)

The organisation

Rural Solutions Queensland (RSQ) is a leading not-for-profit organisation providing services to empower rural and small businesses and their communities. We are known for our long-standing delivery of the Rural Financial Counselling Service and the Small Business Financial Counselling Service across Southern Queensland, alongside the Farm Business Resilience Planning Program. These programs are funded by the Australian and Queensland Governments. With offices based across our Southern Queensland service region, we believe in having our people embedded in the communities we support. RSQ has delivered services across rural Queensland since 1999.

See our websites for further information about the services we deliver:

- www.rsq.org.au
- www.rfcssq.org.au
- www.sbfcssq.org.au
- www.brs.org.au

RSQ has been granted funding via the Queensland Mental Health Commission and the Queensland Department of Primary Industries Mental Health and Wellbeing Investment Package to implement a Rural Business Wellbeing Coach located in a Southern Queensland rural area (west of Toowoomba) to assist primary producers and rural small business owners by providing low intensity, early intervention mental health support.

This role shall work alongside our established Small Business Wellbeing Coaches, Rural and Small Business Financial Counsellors, Industry Recovery and Resilience Officers and Farm Business Planning Officers.

The role

The role of a Rural Business Wellbeing Coach is to provide low intensity, early intervention mental health coaching to improve the psychological wellbeing of primary producers and rural small business owners throughout Southern Queensland, working closely with the established support programs outlined above.

The Rural Business Wellbeing Coach will provide free one-on-one, customised guidance and support at a low intensity, early intervention level (common and reversible distress) to eligible participants. Coaching shall seek to address both the source of the problem and also strategies to alleviate stress impacts via a case management model. The Rural Business Wellbeing Coach shall provide referrals to mental health clinicians where additional psychological support is required.

Eligible clients for this program are primary producers and rural small business owners in the Southern Queensland region for the Rural Financial Counselling Service (refer to our website for service area), excluding southeast Queensland and metropolitan areas.

In undertaking their role, a Rural Business Wellbeing Coach shall:

- provide free one-on-one customised guidance to primary producers and rural small business owners
- work alongside clients to identify and address the source of common and reversible mental distress
- utilise case management principles to work alongside clients to develop strategies to alleviate stress impacts
- implement a solution-focused approach to support primary producers and rural small business owners to overcome challenges
- work with clients over the short and medium term to support their emotional wellbeing
- identify when clients have higher emotional or mental health support needs which cannot be met within the scope of the Rural Business Wellbeing Coach
- establish clear referral pathways to appropriate practitioners/licensed clinicians for clients with higher needs.

Rural Business Wellbeing Coaches do not prescribe medical aids to clients and shall refer to the appropriately licenced clinicians as required. Business Wellbeing Coaches do not provide medical opinions on the mental capacity of clients.

Key requirements of the role

To be successful in the role of Rural Business Wellbeing Coach, the following qualifications, skills and experience are sought:

- possess qualifications in social work, psychology, social science, mental health or a related field
- experience in a similar role (low intensity, early intervention mental health support)
- demonstrated understanding of mental health conditions and the mental health sector
- knowledge of positive, community and organisational psychology and wellness principles
- demonstrated ability to consult with and refer to mental health and allied health professionals as well as community networks and support services
- emotional maturity and empathy for others
- interest in people and human behaviour
- excellent interpersonal, communication and organisational skills
- willingness to engage in supervision, mentoring and ongoing professional development.

Candidates with a background in working with primary producers and/or rural small business owners shall be highly regarded.

A Rural Business Wellbeing Coach also needs to be equipped with a professional approach and the ability to work autonomously within an established network. The ability and willingness to undertake outreach and associated activities to promote the service to potential clients is also a requirement of the role.

Remuneration

Base salary of $110,116.50, plus superannuation. As a not-for-profit, all employees have access to salary sacrificing of up to $18,550 p.a. including rent and living expenses via Smart. Portable Long Service Leave contributions are paid to QLeave.

Four weeks annual recreation leave are included in the package, plus four additional days (one per quarter) of professional, health and development leave (PHD leave).

To apply

Please submit your resume and cover letter outlining your experience and skills relevant to the advertised role to info@rsq.org.au by **9am, 13 November 2026**. Alternatively, contact our team on 07 4622 5500 for further information.

Note: Shortlisted applicants may be required to respond to selection criteria prior to interview.

Following completion of an interview process, the successful candidate shall be required to undergo a CV check, a criminal history check and may be requested to complete a medical check.