

ACADEMIC AND PROFESSIONAL - INTERNSHIPS PROTOCOL

About THE LAND GROUP?

Founded in 2016, The Land Group is an investment and asset manager specialising in farmland as an institutional natural capital asset class. We operate pasture, cropland, and agroforestry systems at scale on behalf of institutional investors, family offices, specialist funds, and landowners.

Our value creation model is grounded in disciplined execution. We apply Precision Grazing to restore soil biology, increase productivity, and strengthen resilience, converting underperforming farmland into operations with more stable cash flows and sustained asset value.

We manage assets across full biological and investment cycles, from acquisition and regeneration through operation, reporting, and exit, within a disciplined governance and risk framework.

What is regenerative farming?

Regenerative farming combines traditional knowledge with modern science and tools to produce nutritious food and fibre while rebuilding soil health, restoring water systems, and regenerating ecosystems in an economically viable way.

This approach seeks to (i) minimise soil disturbance to preserve microbial life, (ii) maintain year-round soil cover to prevent erosion and water loss, (iii) maximise plant diversity, (iv) keep living roots in the ground to nourish and stabilise the soil, and (v) integrate grazing animals to recycle nutrients and stimulate pasture growth.

Applied consistently, these principles deliver three essential outcomes: (a) economically, they strengthen margins by increasing and stabilising yields, lowering input costs, and allowing for price premiums for sustainable, traceable production; (b) environmentally, they improve resilience through healthier soils, stronger water cycles, and greater biodiversity; and (c) socially, they support vibrant rural communities through productive land use and skilled employment.

Precision Grazing: as nature intended

We specialise in Precision Grazing, our own version of adaptive multi-paddock grazing, a regenerative system that aligns livestock's natural herd behaviour with disciplined management to make farmland more productive, efficient, and resilient.

Adaptive grazing builds on decades of grazing science, from André Voisin's rational grazing in the 1950s to Allan Savory's holistic management in the 1970s, and later refinements by practitioners such as Stan Parsons, Jim Gerrish, and Greg Judy.

More recently, research initiatives and leading operators, including The Land Group, have demonstrated the effectiveness of adaptive grazing in regenerating soils, increasing forage productivity, and improving animal health and profitability.

Over the past six years, we have developed and refined Precision Grazing, our proprietary, replicable adaptation of adaptive grazing. It combines proven grazing science with modern tools, including electric fencing, modular water distribution networks, quad bikes, drones, and satellite monitoring.

At the core of Precision Grazing, livestock rotate through small paddocks of one to two hectares, grazing for less than 24 hours before being moved. Stocking rates and rotation timing are adjusted dynamically to reflect forage growth, weather conditions, and herd performance.

Exhibit 1. From degenerative continuous grazing to The Land Group's Precision Grazing



In Uruguay, our operations have achieved carrying capacities up to 50% higher on natural grasslands and sown pastures than conventional systems, while lowering feed and fertiliser costs and improving animal welfare.

THE LAND GROUP'S MISSION

Our goal is to make farms more productive and profitable in the short term while building lasting resilience and value.

As landowners ourselves, we manage our clients' properties as stewards rather than service providers, applying the same discipline and care that we bring to our own. Our approach builds on proven regenerative practices we have developed and refined over the past six years while operating a 12,000-head cattle business across 20,000 hectares of grasslands and sown pastures in Uruguay.

By investing on behalf of institutional investors and operating their assets, turning around underperforming farmland, or providing farming-as-a-service for farmland owners, we aim to become the world's leading farmland operator and a global leader in regenerative agriculture.

THE LAND GROUP INTERNSHIP PROGRAM

The Land Group has established partnerships with universities to provide comprehensive internship opportunities for students interested in regenerative agriculture, sustainable farming, land management, and agricultural innovation. Our internship program is designed to bridge academic learning with real-world agricultural practice and research.

The Land Group collaborates with universities to:

- Align internship opportunities with academic curricula
- Provide structured mentorship and supervision
- Support academic credit recognition where applicable
- Share research findings with university partners
- Develop faculty research collaborations
- Contribute to curriculum development in regenerative agriculture

INTERNSHIP TYPES & STRUCTURES

Practice-based internships

The practical internship focuses on day-to-day farm operations within a regenerative livestock and cropping system. Students work alongside farm workers or supporting farm managers, engaging with:

- Pasture and grassland management
- Livestock husbandry and animal health
- Crop production and management
- Farm infrastructure development and maintenance
- Equipment operation and maintenance
- On-site decision-making and adaptive management

Typical duration ranges from 6 to 12 weeks, allowing students to complete at least one full production cycle. The primary location is The Land Group's cattle and mixed-farming operations in Uruguay, with the possibility of short visits to partner sites in the region, subject to operational needs.

Practice & Research Internships

The practice-and-research track combines operational exposure with a clearly defined research component. Students spend part of their time embedded in farm teams and the remainder working on a structured research project that addresses a practical challenge for the business. Time is typically split between participating in:

- Practical farm operations and field management (40–60% of time)

- Structured data collection and analysis (40–60% of time)
- Case study development and documentation
- Performance monitoring of regenerative practices
- Evidence synthesis and outcome reporting

The focus is on applied questions whose findings can inform management decisions, such as data collection and monitoring, reporting, productivity, resilience, or environmental performance. These internships typically run for 4 to 6 months. They are based mainly on The Land Group's farms in Uruguay, with fieldwork and data collection concentrated in a single production region to ensure depth of experience.

Research-based Internships

The research-only track is designed for students who wish to concentrate on analytical, quantitative or policy-relevant work. The focus may be on topics such as land-use efficiency, climate and biodiversity impacts, investment performance of regenerative systems, or social and governance dimensions of farmland management.

Duration is generally 10 to 20 weeks, depending on university requirements and the scope of the research. Research may be conducted on site in Uruguay, remotely with periodic field visits, or in a hybrid format agreed between the university and The Land Group.

RESEARCH TOPIC SELCTION PROCESS

Research topics follow two broad routes. In the first, students propose a topic aligned with their academic interests, which is then refined jointly with The Land Group and the Faculty of your University, to ensure relevance and feasibility. In the second, students select from a list of priority themes that reflect the firm's immediate information needs or baseline research for a more comprehensive research project.

Student Proposed Topics

Students identify a research gap or innovation opportunity aligned with The Land Group's mission in regenerative agriculture and farmland management. This route suits those with specific thesis requirements or academic interests they wish to pursue. Proposed topics may span fields including:

- Soil science
- Plant science
- Crop production and management
- Carbon and Methane dynamics
- Grassland ecology and biodiversity
- Agricultural economics and financial modelling
- Climate science and risk analysis
- Regenerative agriculture or Agroecology
- Animal welfare and livestock science

- Supply chain sustainability and traceability
- Agricultural technology and digital innovation
- Rural development and extension
- Water management and hydrology
- Environmental monitoring and impact assessment

Topics are submitted as a proposal outline for collaborative refinement, ensuring alignment with operational feasibility and research rigour. Students retain intellectual ownership of their research direction while receiving mentorship throughout the process. Best suited for students with specific research interests or thesis requirements

The Land Group Research Topics

Priority themes reflect the firm's immediate information needs and span critical challenges in regenerative agriculture and farmland management. Students select from these areas, gaining the advantage of structured mentorship, defined scope, and relevance to live operational questions. Each topic offers the opportunity to produce work that meets academic standards whilst contributing directly to business decision-making. Current research priority areas are:

1. Soil and below ground processes

Soil biology, chemistry and physics in regenerative systems
 Soil organic carbon dynamics and basic carbon accounting
 Microbial activity and soil health indicators
 Design of practical soil testing campaigns and sampling protocols

2. Pastures and forage systems

Pasture productivity, species composition and forage quality
 Visual indicators and assessment frameworks for pasture condition
 Simple field trials on grazing intensity, rest periods and pasture mixes

3. Cattle, livestock and AMP grazing

Animal productivity, genetics and growth performance under AMP grazing
 Animal health, behaviour and welfare indicators
 Enteric emissions and options to reduce the footprint per kilogram of beef

4. Crops and diversified enterprises

Cover crops, forage crops and crop rotations in support of grazing systems
 Trials of new crops or cropping practices suited to local conditions
 Integration of crops with livestock in regenerative mixed systems

5. New farm business models

Evaluation of silvopasture, agroforestry or tree planting schemes
 Adding Precision grazing sheep or other species to existing cattle operations
 High level business cases for new crops or enterprises on TLG farms

6. Farm design and landscape planning

Whole farm layout for grazing, water, shelter and biodiversity
Paddock design, fencing and stock flow optimisation
Use of landscape features to balance productivity and resilience

7. Digital tools, technology and data

Use of sensors, apps, GIS and remote sensing for farm monitoring
Data architecture for bringing soil, pasture and livestock data together
Practical dashboards or decision support tools for farm managers

8. Monitoring, impact and sustainability reporting

Baseline and monitoring frameworks across environmental and financial metrics
Impact indicators for soil, biodiversity, water and climate outcomes
Alignment with sustainability and reporting frameworks used by investors

9. Climate change risk, resilience and adaptation

Climate scenario analysis for pasture and livestock systems
Adaptation strategies for droughts, heatwaves and extreme rainfall
Decision frameworks for climate related risk management on farms

10. Water management

Infiltration, runoff and water holding capacity under different practices
On farm water infrastructure and drought resilience planning
Simple indicators of water risk and security at farm level

11. Biodiversity and ecology

Flora and fauna surveys in productive landscapes
Habitat design (e.g. shelterbelts, corridors, riparian buffers)
Links between management intensity and ecological outcomes

12. Rural communities and social impact

Social and economic effects of regenerative transitions in rural areas
Farmer to farmer learning and extension models
Workforce development, skills and quality of life in farm teams

13. Business development and new geographies for TLG

Screening new countries or regions for future TLG investment
Comparative analysis of land availability, regulation, markets and risk
Portfolio level opportunities for scaling regenerative farmland operations

Students selecting from these priority areas can expect:

- Clearly scoped research questions aligned with operational priorities
- Direct mentorship from practitioners with sector expertise

- Access to real farm-level data and field sites
- Contribution to decision-making at the business level
- Outcomes designed to meet both academic and practical standards

This modality is best for students seeking structured research with defined scope, clear mentorship, and direct relevance to operational needs.

Research activity is anchored in The Land Group's operations in Uruguay, with access to farm-level data, staff and field sites, subject to data-protection and confidentiality requirements. Where appropriate, comparative or desk-based studies may include international benchmarks and literature reviews that can be carried out from the student's home institution.

ELIGIBILITY REQUIREMENTS

- Currently enrolled university students (undergraduate or graduate level)
- Demonstrated interest in agriculture, environmental science, business, or related fields
- Ability to commit to minimum internship duration (typically 3 months)
- Willingness to work in field environments (for practical and combined internships)
- Communication skills and ability to collaborate with diverse teams

TERMS AND CONDITIONS

Student Responsibilities

Students are responsible for arranging and financing their own travel to and from the internship location, including visas, health insurance, accident insurance, and personal expenses during their stay. They are expected to comply with local laws, university regulations, and The Land Group's policies on health, safety, and professional conduct.

The Land Group Provisions

The Land Group provides on-site accommodation and daily meals for the duration of the placement, together with reasonable logistical support such as local transport for work-related activities. Students receive structured supervision from experienced practitioners, access to relevant operational and research data where permissible, and support in aligning internship outputs with both academic requirements and the company's practical needs.

APPLICATION PROCESS

Identify Your Path: Determine the type of internship and whether you'll propose your own topic or select from available research areas

Submit Application: Provide CV, letter of interest, list of research materials needed (to be discussed with home institution), topic proposal (if applicable) including details on internship dates.

(NOTE. Students should bear in mind that seasons in Uruguay are the reverse of those in Europe; for example, fieldwork on spring crops or pastures must be scheduled for September to November rather than March to May)

Review & Interview: The Land Group team reviews applications and conducts interviews with selected candidates

Acceptance & Placement: Selected candidates receive internship offer with details on start date and mentor assignment

Onboarding: Orientation to operations, safety protocols, and research framework

Mentorship & Support: Regular check-ins with assigned mentor throughout internship

CONTACT & MORE INFORMATION

For inquiries about internship opportunities, please contact:

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