



Careers in Property 2016



This **publication** has been produced by **Savills** with the help of recruitment and training **experts** from **real estate** firms across the industry.

It has been **specifically** designed for students looking to apply for **graduate** schemes or work experience.

It offers a **comprehensive** guide to the contributors' schemes and includes **real** life case studies.

Contents

Careers in Property 2016	4
What is the APC?	6
Becoming a Professional; The Pathway to Success.....	7
The Importance of Understanding your Client.....	11
The Value of the APC	12
Business Skills at the Core of a Career in Property	14
Life in the Regions – Regional Opportunities	15
A Career in Property is accessible to all.....	17
The Art of Networking.....	19
Problem solving case study approach to learning	20
Pathways to Property	22
Property Needs You – A diversity initiative to make property careers available to all	24
Key Application Dates	26
Featured Companies	28
Format of the Pages.....	29

Allsop
BNP Paribas Real Estate
Colliers International
Capita
CBRE
Cluttons
Cushman & Wakefield
Deloitte Real Estate
Gerald Eve
Grosvenor
GVA
JLL
Knight Frank
Savills

Careers in Property 2016

Tony Cheetham, BA(Hons), MSc, FHEA MRICS
Post-graduate Programme Leader, Sheffield Hallam University

I am delighted to be able to introduce this year's 'Careers in Property' publication. The 2016 edition is a comprehensive guide intended to introduce you to the exceptional career opportunities available to you within the property sector. It is packed full of useful information focusing upon the development of your chosen career and is brought to you through the collaboration of the leading employers and universities within our allied professions.

Our combined aim is to give you the information you need in order to make an informed decision with respect to your chosen career. Surveying as a career is 'second to none'. You will have the skills and expertise to evolve throughout your career and to really make an impact upon not only the built environment itself, but also with respect to how the built environment functions within the wider economy and society.

Becoming a Chartered Surveyor is your passport to a global profession. Your expertise is in demand across the planet and will facilitate stimulating, challenging and rewarding experiences. To be the best it can be surveying as a profession must attract people who really want to make a difference and the diversity of career opportunities is replicated by the variety of people that we hope will consider a future in our sector.

Now is the perfect time to be considering a career in property. The universities and employers featured within this publication are not interested in 'training for you for a job'; they are interested in helping you develop the critical thinking, technical/ professional skills and related business acumen that will enable you evolve during your career and to maximise your success. Careers are available to everyone wanting to be the best that they can be, irrespective of their background. To this end, employers are seeking applicants from the most enthusiastic and brightest members of our respective communities and to reinforce the fact that the sector promotes both social mobility and fair access to all areas of our profession. There are no boundaries to what you can achieve, so there should be no limits to your aspirations within a 'Career in Property'.

Thanks for taking the time to read this - enjoy browsing this publication and please do give us feedback if there are things you would like to see included in future editions.

I wish you every success!



**Sheffield
Hallam
University**

Sheffield Hallam University offers a comprehensive portfolio of RICS accredited Undergraduate and Postgraduate study programmes. For further details relating to MSc, BSc (Hons) and other available courses within our portfolio please visit our website at www.shu.ac.uk/built/surveying, email dsenquiries@shu.ac.uk or contact me directly via w.a.cheetham@shu.ac.uk

Careers Timeline

Charles Statham, Careers Relationship Manager, Cass Business School
 At Cass Business School our Real Estate faculty and the Careers and Professional Development team work closely together to provide opportunities for students to engage with employers and to help guide them through the recruitment process.

Recruitment Timeline

	Pre Term	Term 1	Term 2	Term 3
Research potential employers	Final year	Final year		
Review your CV and competencies with your Careers Service		Final year		
Attend Careers fairs and recruitment events		Final year	Final year	
Apply for graduate jobs / summer internships		Final year	Final year	Final year
Attend assessment centres and interviews		Final year	Final year	
Build your network	Final year	Final year	Final year	Final year

Key:

Final year undergraduates and MSc students:



Undergraduate years 1 and 2

Cass Business School Top Tips for Successful Applications

- Research the companies to which you are applying; a firm is unlikely to offer you a position if you know little about it.
- Get as much relevant work experience as possible; it gives you an insight into the real estate industry and helps you to gain valuable contacts in the sector.
- Stay very industry focused; know the current issues by keeping up to date with the property media.
- Network on and off campus at every opportunity.
- Set up a LinkedIn profile – make connections and join relevant industry groups.
- Utilise your careers service and make full use of all the facilities offered.
- Apply early, as many firms will screen applications as soon as they are submitted and deadlines are rigidly enforced.
- Practise your interview and presentation techniques.
- Most importantly - stay positive!

Cass Business School

www.cass.city.ac.uk

MSc enquiries

What is the APC?

Dr Simon Robson (FRICS)

Associate Dean, Faculty of Engineering and Environment , Northumbria University

The Assessment of Professional Competence (APC) is the process used by the Royal Institution of Chartered Surveyors (RICS) to ensure that prospective Chartered Surveyors are competent to practice and have the high standards of professionalism required.

There are various routes to membership depending on a candidate's status. This most common is the Graduate Route. Candidates can commence on this route following graduation from an RICS accredited degree, at the beginning of a 'placement' year from an accredited undergraduate degree, or at the beginning of the penultimate year of a distance learning accredited post graduate degree.

The APC comprises a period of structured training and the final assessment interview. The structured training period must be undertaken over a minimum period of 24 months during which the knowledge and theory gained in academic study is complemented by practical experience.

At the start of the APC candidates should choose an appropriate pathway. This should be done in consultation with their employer and relate to the work experience available. Relevant pathways include Commercial Property, Property Finance and Investment, Valuation, and Planning and Development.

During the training period candidates are required to achieve a variety of competencies. All candidates, irrespective of pathways are required to achieve a number of mandatory competencies such as ethics, conflict avoidance and client care. In addition candidates are required to achieve technical competencies related to their pathway.

When a candidate starts the APC process they will be assigned a supervisor and counsellor to provide advice and support throughout the process. Prior to going forward to the final interview they must be satisfied that the necessary levels of each required competency have been met and confirm that the candidate is ready for the final assessment.

The final assessment is normally conducted by a panel of two assessors and a chairman. It is their role to judge whether a candidate is competent to practice as a member of the RICS.

David Varley is the Regional Training Advisor for the RICS in the North East of England. His role is to advise organisations on all aspects of the APC. David's key message on the APC is 'that it is a process in which the employers must take responsibility for the professional training of candidates and ensure that the proper breadth and depth of experience is provided.'

The RICS designation is highly valued by the property industry in the UK and around the world. The APC is designed to ensure that new members are competent to practice and able to maintain the professional and ethical standards expected of them.

Northumbria University offers a comprehensive portfolio of RICS accredited Undergraduate and Postgraduate study programmes. For further details relating to MSc, BSc (Hons) and other available courses within our portfolio please visit our website at www.northumbria.ac.uk/ee or contact Admissions at et.admissions@northumbria.ac.uk.



Ellison Building
Newcastle upon Tyne
NE1 8ST
+44 (0)191 227 4722

<http://www.northumbria.ac.uk/ee>

Becoming a Professional; The Pathway to Success

The RICS Assessment of Professional Competence (APC) Pathways

Paul Jenkins MRICS, Oxford Brookes University

"A professional is a person who can do his best at a time when he doesn't particularly feel like it". Alistair Cooke

Introduction

The Assessment of Professional Competence (APC) is the practical training and experience which, when combined with academic qualifications, leads to RICS membership. When embarking upon a degree accredited by the Royal Institution of Chartered Surveyors (RICS), many students see this as a defined and discrete part of their surveying education whether this is a three year undergraduate (UG) programme or a one year postgraduate (PG) conversion degree. And, whilst a good real estate degree does provide you with transferable core skills and business knowledge, for those students who choose to remain in real estate, it is only the first part of the process of becoming a Chartered Surveyor.

The degree should be viewed as part of a minimum five year (UG) or three year (PG) training programme. It is a modern apprenticeship. The degree is followed by a period of, normally, a minimum of two years working in practice and acquiring the appropriate practical competency to practice as a qualified Chartered Surveyor with the MRICS designation. The second part of this process is known as the Assessment of Professional Competence (APC) and it is the practical training and experience which, when combined with the previous academic qualification, leads to RICS membership.

The Assessment of Professional Competence

The APC is a competency-based assessment that requires you to demonstrate specific competencies based on your actual work experience. To embark upon the APC, you need to secure employment as a graduate surveyor with an organisation where you will (normally) be supervised by a qualified Chartered Surveyor with a structured training plan agreed by RICS. They will give you guidance on your training and day-to-day work. In addition, you will also be appointed a counsellor who oversees your progress and acts as a sounding board for any concerns or questions. The objective of the APC is to ensure you are competent to practise as a chartered surveyor. The APC normally consists of a period of structured training (normally 23 months during which you must complete a minimum of 400 days relevant practical experience) and a final assessment interview. To enrol on and start the APC, the candidate must be in suitable employment with an organisation that has a structured training agreement in place (if this is not in place, provisional enrolment is still possible and should not delay you requesting enrolment).

Key elements of the APC are as follows:

- Appointment of your supervisor and counsellor
- Selection of your technical competencies
- Training, experience and professional development
- Recording your daily training in your diary and summarising this monthly in your logbook
- Regular meetings with your supervisor and counsellor
- Commit to and record 48 hours of continuous professional development for each 12 months structured training received
- Preparation for your final assessment submissions - records of your training, evidence of work undertaken to demonstrate the attainment of your selected competencies, your professional development and a 3000 word critical analysis (which will be checked for plagiarism by TURNITIN)
- Application for final assessment
- Successfully complete the RICS online ethics module prior to final assessment
- Final assessment interview
- Results

APC Pathways

The roles of the Chartered Surveyor are many and varied. Chartered Surveyors deal with all aspects of the land ranging from the rural environment to urban conurbations. All property and land needs to be managed and understood and that is the role of the Chartered Surveyor. Historically, the surveyor who undertook a range of roles across various specialisms was known as a General Practice Surveyor. Indeed, this used to be one of the principal APC routes into the profession and it is still erroneously referred to as such by many practising surveyors. However, the RICS now recognises the breadth of skills and specialisms and has developed a number of APC pathways. The pathway you choose will be determined by your employment as you can only demonstrate competence in your chosen area of specialism on the basis of actual work experience. There are three groupings of pathways Property, Construction and Land.. Guides on each grouping are available from the RICS¹.

For the **Property** group the principal pathways are:

1. Valuation

Property valuation is a core skill and forms part of the professional services provided by many RICS members. Accurate valuations are vital to a healthy property market and a stable economy, forming the basis of performance analysis, financing decisions, transactional or development advice, dispute resolution and taxation.

2. Commercial Property

The work of chartered surveyors in this area covers all types of real estate used for business purposes. The principal sectors within commercial property are: retail; office; industrial and leisure. Commercial property serves a vast array of purposes supporting public and private sector businesses and services, from service industries to government to civil infrastructure. The exception is real estate related to agricultural or residential use.

3. Facilities Management

Facilities management (FM) is the total management of all services that support the core business of an organisation. Good facilities management makes a huge difference to the efficiency and productivity of a company, its staff and even its clients. Using best business practice, a company's operating costs can be reduced while its productivity is increased.

4. Residential

The Residential APC pathway covers residential property and housing management and development. Planners, developers, agents, mortgage lenders, professional advisers (such as valuers and building surveyors), private and institutional investors and property managers are just some of the key professional figures that allow the property market to operate smoothly. RICS members working in this area provide a vital link in the home buying process. Surveys and valuations of residential property combine property market expertise with an understanding of buildings

5. Arts and Antiques

The art and antiques market is greatly diverse. At one end are the collections in museums and in other public ownership, together with art and antiques owned by private individuals.

6. Management Consultancy

Management Consultants provide independent, impartial advice in all areas of the business and real estate lifecycle. In the main, they identify and implement business solutions to real estate problems. They are natural strategists within any organisation where real estate plays a significant part in the business.

¹ The detailed requirements for each pathway are set out in the RICS' APC requirements and competencies guide and the APC Pathway guides – all on the RICS website at www.rics.org/apc

7. Property Finance and Investment

Property investment takes many forms, ranging from the traditional, direct ownership and trading of tenanted land and buildings, to contemporary capital markets where property revenues are traded as securities or indeed derivatives. Greater flexibility and availability of indirect property investment products, plus improved performance benchmarking data means that property has attracted growing interest as an investment asset class.

8. Valuation of Business and Intangible Assets

Business valuation is the act or process of determining the value of businesses or pieces of businesses, both public and private, as well as business assets, securities and certain intangible assets.

For the **Construction** group the Pathways are:

1. Quantity Surveying and Construction

Quantity surveyors are the cost managers of construction. They are initially involved with the capital expenditure phase of a building or facility, which is the feasibility, design and construction phases. Quantity surveyors work in all sectors of the construction industry worldwide.

2. Building Control

Building control surveyors ensure that that building regulations and other legislation are followed in the design and construction stages of new and altered buildings.

3. Building Surveying

Building surveying is one of the widest areas of surveying practice. Chartered building surveyors are involved in all aspects of property and construction from supervising large mixed-use developments to planning domestic extensions. This varied workload can include everything from the conservation and restoration of historic buildings to contemporary new developments.

4. Project Management

Project Managers occupy a central role in the development process, driving successful completion of projects.

5. Built Infrastructure

Infrastructure is the basic physical and organisational structures needed for the operation of a society or enterprise, or the services and facilities necessary for an economy to function.

6. Taxation Allowances

Taxation allowances surveyors combine the skills of a Quantity Surveyor with their knowledge of construction and experience of legislation, accounting and investment.

For the **Land** group the Pathways are:

1. Rural

Rural surveyors enable the rural economy and environment to thrive and flourish in a variety of ways by virtue of their experience and expertise across a very broad and diverse range of activities.

2. Geomatics

Geomatics is the science and study of spatially-related information focusing on the collection, interpretation/analysis and presentation of the natural, built, social and economic environments.

3. **Environment**

Every chartered surveyor must consider the environmental factors within the parameters of their profession. Environmental surveyors are specialists in all aspects of the management, monitoring and assessment of the environment in the context of real estate, land and construction.

4. **Minerals and Waste Management**

Minerals are the raw materials needed to supply the construction and manufacturing industries and provide fuel for the world's energy requirements.

5. **Planning and Development**

The planning and development field is a specialist area, which impacts not only on the physical aspects of the built environment, but the social and environmental aspects as well. The profession is continually evolving with a wide range of environmental, economic, political and social relevance to its day-to-day activities.

APC Competencies

The APC structured training period is primarily competency-based. It requires you to demonstrate that you have the skills and abilities needed to perform specific tasks or functions. The competencies are based on attitudes and behaviours as well as skills and knowledge. The specific competencies you must demonstrate depend on the APC pathway you follow. Each pathway requires a period of structured training during which you complete the mandatory, core and technical competencies that make up the minimum requirements for the APC. For each APC pathway these competencies are defined and explained in the relevant pathway guide. The following guides are available from the RICS website:

- APC Candidate's Guide
- APC Requirements and competencies guide
- APC Guide for Supervisors and Counsellors
- APC Pathway Guides

Conclusion

Becoming a Chartered Surveyor is a rewarding and enjoyable career. It is varied and it is always interesting. However, it is also a profession and professions, quite rightly, are there to maintain standards and quality. The APC is part of that process.

**For further information on the Department of Real Estate & Construction at
Oxford Brookes University, please contact us at:
Tel: +44 (0) 1865 483904**

Email: rec-enquiry@brookes.ac.uk

**OXFORD
BROOKES
UNIVERSITY**

The Importance of Understanding your Client

Selma Carson, FRICS, Programme Director - Real Estate at the University of Manchester

Real Estate is a profession based on relationships and one of the most important is the advisor – client relationship. This is recognised within the RICS Assessment of Professional Competence where one of the core competencies is “*client care*”.

Many people think of this as learning to be a good professional advisor. In addition to having the ability to provide sound technical advice, in an ethical manner, you need to understand your client's requirements. Clients range from individuals to large corporate businesses and government organisations, operating in local areas or globally, all with very different needs. Some, such as real estate fund managers or developers, have a detailed understanding of the real estate industry and use advisors to assist them in specific roles, whilst others will employ you to guide them completely through a particular project, such as acquiring office space.

The best advisors are those who can really understand their clients' priorities and shape their advice accordingly. This can mean explaining limitations, such as transaction timescales or compromises such as balancing lease length against rental level, to produce a clear project plan, which you then deliver as promised. For some clients, you will be given a considerable amount of delegated authority whilst others will want regular updates and to make all decisions. The aim is to provide the right advice for your client, in the right manner: a tailored solution rather than “one-size fits all” advice.

If you hope to work client-side, it is also important to understand the principles of client care so that you can develop excellent working relationships with your advisors and get the most out of the partnership.

One of the core modules on our Real Estate programmes at the University of Manchester is the Client-based Project. Here, small groups work on a real-time project, taking instructions from, and reporting to, a “live” client. Through this, you will agree the scope of the project and what can be delivered in the timescale, carry out relevant research on the market, legal and policy background, formulate proposals and present these to your client, and academic tutor. Recent projects have included preparing development proposals for problematic sites, investigating whether green infrastructure or animating the public realm adds value to surrounding properties and developing a temporary use strategy for sites pending redevelopment.

Developing excellent client relationships is an important skill: as a property consultant, you do not have a business without clients who value the service that you provide!

For more information, visit our web-site at <http://www.manchester.ac.uk/>

or, for Masters programmes, email: PG-PlanningEM-Admissions@manchester.ac.uk

or contact Michael Ruppli on: + 44 (0) 161 275 3463



The University of Manchester

The Value of the APC

From a Fee Earner's Perspective...

“The RICS is the pre-eminent globally recognised body for professionals involved in and with an interest in real estate. The MRICS designation provides clients with the assurance that the advice they receive is of a high quality and is delivered by experts who are expected to maintain clear professional and ethical values. The APC is a rigorous test of professional and technical expertise. It ensures that those who pass and qualify as MRICS are competent and professional in their dealings with clients, customers or their employers. The APC is the passport to membership of the RICS and one of the most diverse and challenging careers on the planet.”

David Raw (Partner, Valuation), Cushman & Wakefield LLP

“In our opinion the Royal Institution of Chartered Surveyors promotes a modern and dynamic image in a truly global industry. The APC training provides graduates with the opportunity to represent RICS and promote professionalism and high standards, but above all to provide best in class advice to their clients.”

Julian Evans, Knight Frank



“The APC is a valuable professional property qualification. Over the last 25 years it has improved the reputation of the property industry immeasurably. Today, gaining membership to the RICS or RTPI is an aspiration for those who wish to become professionals and demonstrate their commitment to the high standards within our industry.”

Jeremy Helsby, CEO, Savills

Hands-on experience is crucial to passing the APC. The practical experience and responsibilities I have been exposed to at Cluttons combined with the structured training programme have provided me with the knowledge and skills base as a launch pad for my surveying career. RICS membership is a prestigious and internationally recognised benchmark of professionalism within the property industry and I'm proud to be a Chartered Surveyor.

Naomi Bather, Cluttons

"Passing the APC and becoming a fully qualified chartered surveyor is a vital step to a successful career in property. It confirms, to clients and employers, an individual's knowledge and expertise and, as importantly, their commitment to professionalism. Gaining and maintaining this status gives credibility and reassurance to our advisory role in many locations and markets. Many of my French colleagues are becoming MRICS due to the enhanced status the qualification brings."

David Couch, BNP Paribas Real Estate



"The APC requires a broad range of experience and knowledge across all areas of surveying. This experience gives you a great platform for starting your professional career and also gives you a strong knowledge base for whichever area you choose to specialise in."

Steve Hile, Gerald Eve LLP

"The APC is a perfect platform for furthering any aspiring professional's career. Through targeted project experience and a structured development programme, candidates will further their knowledge and understanding of specific competencies tailored to a selection of pathways. Ultimately it's great to be part of a respected institution, which is recognised by clients and property professionals worldwide."

Alex Jones, Cost Management, JLL

Business Skills at the Core of a Career in Property

Éamonn D'Arcy

CBRE Fellow in International Real Estate and Programme Area Director Pre-Experience Postgraduate Programmes, School of Real Estate and Planning, Henley Business School, University of Reading.

Over the last two decades the property skills set has increasingly become one which has business skills as its core. This in particular, reflects the evolution of property services into a mainstream professional business service sector on a par with accountancy and management consultancy. Property consultancy skills have become the focus of provision displacing the more traditional bundle of transactions and built environment related skills. This shift is also reflected in the focus placed by many of the firms featured in this publication on the key words of 'consultant' and 'solutions' as essential descriptors of their core activities.

At a wider level it reflects a very significant process of growth and change in property markets which has happened on a global basis. A key component of this change has been an expansion in the range of property investment and development activities combined with an increase in their sophistication. Occupier requirements have also become more complex. These changes increasingly necessitate a property skills set which is focused on business skills. The rise in importance of the indirect property market comprising of the listed property companies and in particular, the non-listed property funds has created the need for a whole new property skills set with mainstream economic and financial skills as the dominant components. Recent developments in more traditional property skill sets such as those relating to property valuation and management increasingly reflect the application of skills taken from finance and business management.

A further factor which has contributed to this emphasis on business skills has been the increasing internationalisation of a wide range of property involvements. Again the firms represented in this publication are excellent examples of this trend with the majority offering common global and Pan-European delivery platforms. The internationalisation of the property services sector has promoted an international best practice property skills set with business skills at its forefront.

The increasing emphasis on business skills is also reflected in the provision of property education. Increasingly, property courses at both undergraduate and postgraduate levels are offered within a business school setting. All retain the accreditation advantages offered by the RICS but deliver graduates who are equipped with the necessary business skills to pursue a career in property at the highest level. In the UK and Europe an increasing number of property graduates entering employment will come from a business school environment. In the United States the majority of real estate graduates are from a business school background.

A career in property is increasingly one which has business skills at its core and a property specific business school education as an essential backdrop.

The School of Real Estate and Planning at the Henley Business School - University of Reading is a global leader in real estate education and research. It offers a wide range of programmes at both undergraduate and postgraduate level with full-time and part-time study options available.

For further information visit our website
www.henley.reading.ac.uk/rep or contact us
by e-mail at rep@reading.ac.uk



Life in the Regions – Regional Opportunities

“Teams tend to be smaller in the regions, often meaning you get more hands on responsibility in your work. The rotations are also slightly longer meaning you get more experience in each seat which really helps in the run up to the APC. Everyone in the office takes a real interest in your development and progress and they are there to offer support and guidance whenever you need it. Despite being based in the regions, I am also able to hot desk from the London offices when there on business and along with regular APC courses and training days, there is also the opportunity to take part in charity, sports and social events throughout the year meaning we all remain a part of the wider graduate network.”

Catherine Barnard, Savills - Graduate Surveyor Manchester



“Having worked in Manchester for a year I can vouch for the abundance of experience and responsibility on offer alongside an excellent work life balance. I would advise any property graduate to seriously consider a role within a regional city.”

George Oakey, JLL - Graduate Surveyor, Manchester



“My first rotation was within the Office Agency team in Manchester. I was involved in a number of instructions and was directly dealing with clients on a one to one basis. It’s exciting to get experience with larger instructions and clients from day one and understand the regional markets has really benefited me.”

Sophie Smith, C&W – Graduate Surveyor, Manchester





“I have been lucky enough to work in both the Manchester and Cardiff offices of Gerald Eve, where I have benefited from participating in a wide range of instructions and been given high levels of responsibilities. As part of a regional office, there is more freedom in your daily role and you are not fixed into set rotations. This has allowed me to develop my skills in each of my competencies throughout the two year programme, with no stop-start.

I would greatly recommend working in the regions to any new graduate considering Gerald Eve. Being part of a smaller team allows you to be involved in a more varied array of instructions. I have been fortunate enough to assist in a variety of jobs in my first year, from rating appeals and development appraisals to lease renewals and land valuations. This has meant I have had the choice of my APC competencies, with more than enough necessary experience for each. Furthermore, I am already heavily involved in the business development for our office, which has allowed me to build close relationships with clients and win new instructions”

Sophie Walker, Gerald Eve – Graduate Surveyor, Manchester

“I graduated from University with a Building Surveying degree last year and have been working for the Building Consultancy team for 12 months within the Bristol office. The scope of work undertaken by the different business units at Bilfinger GVA means that there are fantastic prospects for graduates working towards their APC, particularly as the market has improved. To date, there have been opportunities to carry out a range of work including; building pathology inspections, due diligence surveys, dilapidations, party wall work and advice regarding alterations to properties across the South West. I have inspected properties ranging from airfields to modern health centres. My colleagues are keen to provide me with work to broaden my experience by providing excellent opportunities to learn and progress. Bilfinger GVA also encourages staff to take part in professional networking events such as those organised by the RICS Matrics and company fundraising activities.”

Rory Sergeant, GVA, Graduate Building Surveyor, Bristol



A Career in Property is accessible to all

Tim Bennett MRICS, Head of Faculty, The College of Estate Management

The property industry attracts people from all walks of life, as there are many pathways into a career in surveying.

We pride ourselves on offering courses to suit all these pathways. Choose to study with us and you'll become part of a rich and diverse community, which will last throughout your professional life.

Networking in this profession is essential and after graduation your relationship with us will go from strength to strength. We encourage all graduates to continue their professional development and maintain their networks through our CPD events and reunions.

You may have decided at School that this is the career for you and know that you need an RICS accredited degree for Graduate Route 1 to professional status. Or, you may have decided after your first degree that surveying is for you and so you're looking for an accredited master's degree. It is also possible that you have taken a vocational course and now want a degree to progress your career. The College of Estate Management attracts students from non-traditional as well as traditional academic backgrounds, and our current students range from 18 to 52 years old. We are a global institution with a worldwide student body, allowing our students to gain an understanding of property as a truly international career.

You can choose to study full-time or study part-time whilst working.

Studying part-time whilst working provides lots of benefits, including earning whilst studying and applying your learning in the workplace. Many companies support their employees through their studies (whether it is through study leave, sponsorship or sharing their knowledge and expertise). The College offers bursaries at undergraduate level for students in financial hardship. If you're working in the sector, you can overlap your study with your Assessment of Professional Competence (APC) diary to become a Member of the Royal Institution of Chartered Surveyors.

If you are new to the industry, we have a dedicated Careers Adviser who has many years' experience in the sector. She is available to help students with internships, work experience and job offers. Our large Alumni Association also provides mentoring of our students, and job offers are signposted on our virtual learning environment.

We are the proud Education sponsors of Sociable Surveyors (www.sociablesurveyors.com), the only established all-expenses-paid, global internship scheme in the property industry.

You can find out more about the industry at www.propertyneedsyou.com and www.rics.org/uk/the-profession

From Foundation to MSc level, you can find all our courses on our website at www.cem.ac.uk

If you'd like to chat through your options with us, please contact our Admissions team on 0800 019 9697 or send an email to admissions@cem.ac.uk

I have always held a keen interest in geography, which was one of my strongest subjects at school. During my A-levels I was keen to look into careers for which my interest in geography would act as a springboard, and my careers adviser suggested surveying. Not knowing anything about the profession I organised some work experience with a local general practice firm. After a really enjoyable couple of weeks I decided the variety and challenge of working in the property industry would be the career for me.

Whilst researching careers in property, I came across the Chartered Surveyors Training Trust (CSTT) apprenticeship programme, giving young people the opportunity to take up a placement with a surveying firm whilst studying towards a higher education qualification. Whilst I did consider studying at university after my A-levels, the CSTT scheme particularly

appeared as it had substantially less costs than university fees, and would be a different route into the industry.

I therefore started my apprenticeship straight from school at 17, working full-time for a national firm whilst studying a distance learning Diploma in Surveying Practice, and latterly BSc (Hons) Estate Management with The College of Estate Management. I was then able to apply for my APC in the last year of my degree, qualifying as a Chartered Surveyor a year later.

It is only in hindsight that I realise the true worth of my apprenticeship route; the experience I gained working during my studies has been invaluable and it has given me the head start beyond my peers and colleagues. In the property industry, experience is gold dust. You can learn about market trends, property cycles, occupier and investor demand and tones of values at university, but in my view you only really gain a true perception whilst working.

Lucy Winzer MRICS, Surveyor Commercial (Consultancy), Smiths Gore



For more information about the Chartered Surveyors Training Trust visit www.cstt.org.uk

 <p>The College of Estate Management</p> <p>The leading provider of supported distance learning courses for property and construction professionals</p>  <p>the mark of property professionalism worldwide</p>  <p>THE CHARTERED INSTITUTE OF BUILDING</p>	<p>Whiteknights Reading RG6 6AW Tel: Freephone 0800 019 9697 Email: courses@cem.ac.uk</p> <p>WWW.CEM.AC.UK</p>
---	--

The Art of Networking

Mike Pain, Course Leader Property Undergraduate Courses University of Westminster

Property is a "people's business" - what you know is important but who you know will help create opportunities. The University of Westminster delivers a series of undergraduate and post graduate property courses including BSc Real Estate, BSc Property and Planning, BA Business with Property and Masters in Real Estate Development, Property Finance and Property and Facilities Management. These enable students to develop the core skills and knowledge required for a career in the property profession including the first steps towards becoming a Chartered Surveyor.

Getting to know and respect people will help with job seeking, winning instructions, sharing information and enjoying the social aspects of the property industry. In 1929 Frigyes Karinthy mentioned the notion of "six degrees of separation", a notion claiming that you can contact anyone in the world by getting the 6 correct links. These 6 links are substantially reduced in the small world of property particularly due to today's electronic communications. Clearly there is an element of luck to get these links but to a large extent one makes one's own luck in this world! To create luck you need a working knowledge of property and the property markets (often starting at university) and then you need to meet people and be friendly towards them.

Making contact is important and is relatively straight forward in this industry. But do not expect instant success or information from contacts. Networking can be useful over the longer term. Sometimes you may be in the right place at the right time and meet people who want to appoint you immediately. At other times it may take a little longer. Recently I was phoning around for some help and spoke to a person who gave me excellent detailed information and reminded me that I had helped them when they started their career over 10 years ago and was more than happy to return the favour. I encourage all students to meet others at all opportunities. Networking events include those organised by various bodies such as RICS Matrix, Women in Property and RICS Local Associations. They also include less formal events including the surveyors' rugby sevens, maintaining friendships that you made at university, taking part in community events, attending sports clubs and other social activities.

Keep in touch with people throughout your career. Don't be shy to talk to people, always be interested in what others have to say and respect other people's views even if they do not coincide with your own. Most of us (especially early in our careers) are shy and perhaps a little scared when first entering a room of what may seem like strangers. But remember that all Surveyors at whatever level are human beings, they may appear a little more comfortable but that is because they have had more experience and know others. If available, look at the attendees lists beforehand and research a few so you know a little background about them. Think about topics you can raise before you attend networking events. These may include current affairs, recent property deals, sporting events, holidays etc. Networking is not easy at first but, as with just about everything, becomes easier with practice. Be bold, introduce yourself to others and remember who you have spoken to – you may need their help and advice in the future – and importantly they may also need to contact you. I hope to meet you all in the future and wish you all the best in your careers.

The University of Westminster offers a range of undergraduate and postgraduate property courses, many of which are RICS accredited. Part-time options are available.

For more information visit westminster.ac.uk/abe or contact Course Enquiries:
T: +44 (0)20 7915 5511 E: course-enquiries@westminster.ac.uk

**UNIVERSITY OF
WESTMINSTER** 

Problem solving case study approach to learning

Iain Butler – Senior Lecturer in Real Estate and Land Management

This innovative approach to learning through the MSc in International Real Estate and the MSc in Real Estate allows students to interrogate real estate markets with confidence. The programmes are based around four real case studies which allow the students to be introduced to the fundamental institutions that operate within any real estate market. From first principles to complex portfolio analysis, students, through case studies, are required to apply theoretical principles to real life property situations. For the MSc in International Real Estate, first three case studies are UK based and lay the foundation for the fourth case study which is based around a 10 week international work placement. For the MSc in Real Estate, the fourth case study is UK orientated, and allows students the opportunity to interrogate businesses corporate real estate strategies.



Each case study requires students to undertake a series of problem solving tasks. These tasks are reflective of the real issues associated with the land or property in question. Students are given full access to relevant information about the occupiers, owners, rent passing, capital values, portfolio trends etc. enhancing the legitimacy of the case study. Through workshops students are introduced to the principles behind each institution that operates in a real estate market: valuation; development; law; planning; economics; marketing, etc. They are then required to apply these principles to the specific requirements of the case study. Assessment is through the production of a report and a viva voce exam. Both these methods reflect not only the students ability to make recommendations in a professional manner, but also defend them in a 'client – advisor' meeting situation. External professional surveyors are part of this assessment procedure.

For the MSc in International Real Estate, the final overseas case study allows student to experience a new real estate market first hand through a formal placement, giving them the chance to interrogate it and apply that knowledge and understanding to a specific case study situated in the host country.

Over the last six years students have been placed in either Singapore or Hong Kong, and for 2014 Kuala Lumpur is the location. The International Real Estate module was developed to allow students the opportunity to apply the key characteristics of a well-established real estate market and the institutions that operate within it to a different market.



Students are placed with an international firm of real estate consultants for a 10 week period. The 10 weeks allow students to be involved with real instructions in a wide range of departments ranging from agency, valuation, property management to corporate strategy. It allows the students to interrogate the real estate market and apply it to a case study set at the

same time. The students' placement is unpaid; however time is allocated during the week for case study work and tutor support. A local tutor works with the students to answer queries regarding the case study, but at the same time introduces the students to the key institutions of the local real estate market. Students gain not only work experience, but also the confidence to tackle and interrogate unknown real estate markets and ask the right questions about the principle institutions that operate within any real estate market. Students have an opportunity to develop their own personal experiences, which for some has resulted in new opportunities and work.



Contact

Web: <http://www.rau.ac.uk/study/postgraduate-study>

Email: Iain.butler@rau.ac.uk

Pathways to Property

Pathways to Property, led by Reading Real Estate Foundation* (RREF) at the University of Reading, is a programme for Year 12 students (16-17 year olds) in UK state schools and colleges who would like to find out more about a career in the property sector.

Pathways to Property offers students:

- Industry led **talks in schools** throughout the year
- A (fully-paid) **Summer School** at the University of Reading with academic lectures, site visits and talks from industry volunteers
- An **undergraduate mentoring** programme
- **Work experience** placements in leading real estate firms
- **Bursaries and student support**

We are always looking to engage more industry professionals in all of our activities to provide better information and advice to students, teachers, careers advisors and parents about the potential career opportunities in property and study opportunities at the University of Reading.

By sharing expertise and talking about routes into the profession, industry volunteers have the opportunity

to raise the profile of a career in property to young people. This could be by helping deliver a talk in state schools and colleges to year 12 students, supporting the Summer School programme or hosting a student for a week's work experience.

Feedback from students in 2015:

I have thoroughly enjoyed Reading's Pathways to Property Summer School. It has enabled me to find out more about the property industry – directly from industry professionals which I would never have been able to do myself. **Cécile – Summer School participant 2015**

Real Estate covers so many fields I didn't even realise existed. This experience has given me the drive to actually take the course. **Balqaysa - Summer School participant 2015**

To find out more and to get involved, please visit:

www.reading.ac.uk/pathways-to-property

For further details, please contact:

Emily Archer, Project Manager

pathways2property@rref.reading.ac.uk

Tel. +44 (0)118 378 4196

Pathways to Property supporters:

Gold Supporters

British Land and The Sutton Trust

Silver Supporters



University Partnerships Programme (UPP Group)

Bronze Supporters

Allsop, Aubrey Orchard-Lisle Charitable Trust, BNP Paribas Real Estate, Carter Jonas, Colliers International, The Crown Estate, CBRE, Cushman & Wakefield, The Ellis Campbell Group, Gerald Eve, Gooch Cunliffe Whale, Hammerson, JLL, Knight Frank, Lambert Smith Hampton, Oxford Properties, Redevco, Savills, SEGRO, Strutt & Parker, and Vail Williams

Property Needs You – A diversity initiative to make property careers available to all



Working in Property, is NOT just selling houses. It's SO much more. It's the Shard, the O2, the Olympics Park, Birmingham's Bullring, Cardiff's Millennium Stadium, Cornwall's Eden Project. It's the future world we live in and Property Needs You!

'Property Needs You' is a collaboration of significant stakeholders in the real estate and town planning industries working together across the professions to offer career opportunities to students from all cultures and backgrounds.

Property professionals plan, design, measure, value, protect and enhance all the world's physical assets and by that we mean anything from city skyscrapers to sports stadiums, forests to festival sites, shopping centres to the homes we live in.

The property industry offers exciting and diverse career choices that can give you an opportunity to travel, earn a great salary, work on many different projects and enjoy a good social life.

A career in property will give you

Variety – you won't be stuck behind a desk every day

Challenge – to work with different people on a variety of projects

Responsibility - you will manage your own projects

Skills – to negotiate and close deals or lead town planning projects

Client contact – you will be involved in client meetings, property viewings

Travel – once qualified you can work anywhere in the world

To learn more about the real estate and town planning professions, take a look at our website www.propertyneedsyou.com



Property needs you is brought to you by

Changing the Face of Property employers:



Industry bodies and a higher education provider



Key Application Dates

So that you do not miss an application deadline, we have included a table for you to log the key dates and schemes.

Company	Scheme	Application Deadline Date	Notes

Key Application Dates

Company	Scheme	Application Deadline Date	Notes



Featured Companies

allsop

CAPITA

CBRE



BNP PARIBAS
REAL ESTAT



CUSHMAN &
WAKEFIELD®
Global Real Estate Solutions



GERALDEVE

CLUTTONS

Colliers
INTERNATIONAL

Deloitte.

Real Estate



GROSVENOR



JLL®

Knight
Frank



BILFINGER



savills

Format of the Pages

Contact details you need if you wish to contact the Recruitment team



**COMPANY NAME
HERE**

C, PD, BS, RU, RE, PM, PR, PL, V

Contact: Joe Bloggs, Graduate Recruitment Manager,
joe.bloggs@company.com
0207 123 4567

How to apply: Visit the website from www.graduatesite.com
Deadlines: Applications open on xxx and close on xxx

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Graduate Case Study:



Jane Smith
Planning and Development Lead's office

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

*Eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Copyright in Property 2016
Page 10 of 11 go Home

Abbreviations of APC pathways that the companies are recruiting for- see key opposite

How to apply and deadlines

Case study of a recent graduate to give you an idea of the work and culture of the business

- Key to RICS APC pathway abbreviations:**
- C – Commercial
 - PD – Planning and Development
 - BS – Building Surveying
 - RU – Rural
 - RE – Residential
 - PM – Project Management
 - PFI – Property Finance and Investment
 - PL – Planning (Royal Town Planning Institute)
 - TA – Taxation Allowances
 - V – Valuation
 - QS – Quantity Surveying



ALLSOP Contact
Katherine Bowen, Partner
020 7543 6708
katherine.bowen@allsop.co.uk
Richard Adamson, Partner
020 7344 2614
richard.adamson@allsop.co.uk
Annika Kisby, Partner
020 7543 6766
annika.kisby@allsop.co.uk

Pathways: C, V, R

How to apply: visit www.allsop.co.uk

Deadlines: Applications open on 1 September 2015 and close on 20 November 2015

3 Good Reasons to work for Allsop

Reputation

Allsop is an independent property consultancy with a market-leading reputation for high quality service, integrity and innovation.

We have a lively, open working environment, and firmly believe staff should enjoy what they do.

We normally take 4-8 graduates a year with a degree in a cognate discipline and encourage variety, seeking a mix of people with different skills.

You'll need:

- **A 2:1 degree: obtained or predicted or masters**
- **Excellent communication skills**
- **A keen interest in the property sector**
- **A sense of humour and broad perspective on life**
- **And above all, a desire to build yourself a reputation whilst helping build ours.**

Rotation

We operate a two-year in-depth graduate rotation scheme with every possible opportunity and resource to help pass your APC.

Allsop also has a comprehensive training scheme which is an integral part of our strategy to develop excellent surveyors. You will attend various internal and external courses, lectures and workshops covering all areas of surveying and the marketplace.

The vast majority of our graduates who qualify go on to enjoy long-term careers with us and we will always continue to help you develop and achieve goals and aspirations with advice, appraisals and training.

Recreation

We have a number of staff events for the whole firm throughout the year. We also encourage staff to play sports for the firm, including cricket, football, netball and hockey. Members of staff have been supported in taking part in the London Marathon, the JLL triathlon and various other charity fundraising events.

Graduate Case Study

Dominic Ketteringham



I joined the Allsop Graduate Scheme in 2013 having completed a History degree at Durham University and a Real Estate MSc at Reading.

I was attracted to Allsop due to its reputation as a successful and professional firm but also a firm with a unique culture that really looks after its staff. I have not been disappointed and have had the opportunity to work on many high profile projects, have had great exposure to partners and clients and have genuinely enjoyed myself along the way.

My first rotation was in the Residential Auction team. After induction I was thrown in at the deep end answering queries from potential purchasers and clients, appraising and inspecting properties and helping to prepare the auction catalogue. In my first auction we offered 285 lots with a sales total of £60 million. Seeing properties sell under the hammer that I had been involved in was exciting and meeting purchasers gave me a greater insight into the market at a time when it was changing quickly.

My next rotation was in the City Agency team which gave me the chance to work on letting and acquiring space for clients within the City of London, one of the world's fastest moving property markets. Working directly for partners, I had the opportunity to work on high profile projects and learn about a unique square mile of property.

I then rotated to the Commercial Valuation team and was involved in a number of Red Book valuations for loan security purposes. I was given independence but also help and guidance to ensure that I was learning the necessary skills to pass my APC.

I am now in the National Investment team and as I prepare for my APC I have been provided with unrivalled support from assessors and colleagues within the firm who are always willing to help. The wide experience I have gained has been very valuable and given me the best possible chance of passing my APC.

Aside from work Allsop has a great social side with regular sporting and social events. I have also been lucky enough to go on departmental trips to Cork and Rome.



Deadlines:

Graduate Scheme - Applications open from 2 October to 4 December 2015.
Summer Scheme - Applications open from 4 March to 22 April 2016.

Our Business

BNP Paribas Real Estate, one of the leading European real estate providers, offers its clients a comprehensive range of services that span the entire real estate lifecycle: property development, transaction, consulting, valuation, property management and investment management.

Our clients are at the heart of everything that we do and our full service offering means that we can build long term relationships with our clients, producing business strategies that are built around what our clients need in a changing world.

BNP Paribas Real Estate is more than a property adviser. We are part of BNP Paribas Bank, which means that we can offer our clients finance, global connections at the very top level, financial and sector intelligence and the certainty and security of working with part of the world's fourth largest bank.

We look for talented and ambitious individuals who have the desire to drive our company forward and who can inspire those around them.

We have a very successful graduate programme and a clear development structure which means our people can develop their careers with us. In fact our current Managing Director started his career in our graduate programme. BNP Paribas Real Estate is the real estate advisor for a changing world.

Clients

When you join BNP Paribas Real Estate you will get work with some of our major clients, including: Aviva Plc, CCLA, Centrica, EDF Energy, JD Wetherspoon, RBS, Royal Mail, Standard Life and The Crown Estate.

Culture

We value commitment, creativity, and responsiveness to our clients, colleagues and the market. Our performance is measured through client satisfaction, market recognition and financial success, as well as our ability to attract and develop the highest calibre of people.

Exciting projects

Current trainees may help finding major tenants to occupy the 4 million sq ft International Quarter, next to the Olympic stadium at Stratford, or be involved in some of London's largest investment deals while working in our transactional teams. You could also be valuing billions of pounds worth of institutional assets in our Valuation team, or managing the Crown Estate's £1bn St James' portfolio for our Property Management team.

Training and development

- Full APC training via department rotations and support for all graduates
- Pre APC mock interviews/presentation training
- Critical analysis workshops
- Revision lectures and seminars
- Full support with Continuing Professional Development (CPD) lectures
- Social and work/life balance

We actively support a range of sporting activities including, rugby, netball, sailing, football and hockey amongst others. There are also plenty of social opportunities to get to know both colleagues and clients.

Skills and personalities sought

We are looking for talented and driven people who have the desire to help us achieve our ambitious

goals, and can demonstrate attributes that are fundamental to becoming a successful surveyor.

The key attributes we are looking for are:

- Interpersonal skills – confident communicators with the ability to express opinions clearly and convincingly
- Achievement/determination – track record of academic and personal achievement
- Motivated and committed to a surveying career
- Analytical capability – good problem-solving skills and logical approach.

BNPPRE is a great place at which to build a career in property through an inspiring, enjoyable and friendly working atmosphere throughout the office.

The scale of the company allows us, as graduates, exposure to a range of departments and areas of the business from which to improve our knowledge and experience and to gain a greater understanding of the industry.

We are continuously encouraged to get involved in activities, sports and networking events both inside and outside of work in order to further develop our professional network throughout both these environments.

“The experience, opportunities and responsibilities offered to me throughout my two year graduate programme at BNPPRE have proven to be invaluable. The company provides you with all the guidance and assistance you would need, both in your day to day working life as well as with your APC, whilst still challenging you to stand on your own two feet and prove your ability on your own.”



**BNP PARIBAS
REAL ESTATE**

Real Estate for a changing world

IN A CHANGING WORLD CHOOSE AN ADVISER WHO CAN OFFER YOU SOMETHING DIFFERENT



We combine innovative real estate thinking with the opportunities that come with being part of a leading global bank.

As the only agent able to provide each stage of the real estate lifecycle (property development, transaction, valuation, consulting, property management and investment management), an amazing client list, and with on-the-ground presence in 38 countries, the opportunities are endless.

**So, if you want something different,
the answer is a career with BNP Paribas Real Estate.**



BNP PARIBAS REAL ESTATE

THE REAL ESTATE ADVISER FOR A CHANGING WORLD

IF YOU THINK YOU HAVE THE SKILLS AND PERSONALITY TO HELP US REACH OUR GOALS GO TO

WWW.REALESTATE.BNPPARIBAS.CO.UK OR CALL 020 7338 4000

Contact: Amy Ross
Learning and Development Manager,
amy.ross@capita.co.uk
0207544 2002

Pathways: C, BS
How to apply: Online
<http://www.thinkcapitarealestate.uk/graduates>

Job Reference: 33977

Deadline:
Graduate Scheme - Applications open
from 1 September 2015 to 13 December
2015

Capita is the UK's leading provider of business process management and professional services, with expertise in a range of sectors including real estate. We have 68,000 staff based in the UK and overseas, and Forbes has ranked Capita #60 in its top 100 list of [The World's Most Innovative Companies](#).

Capita's Property and Infrastructure division offers an unrivalled range of real estate, infrastructure, management, and design services. With over 4,000 staff in over 50 UK and international offices, we work across a variety of sectors including commercial, retail, defence, education, health, energy, healthcare, industrial, justice, residential, technology, transport and central and local government.

We're a bit different in the world of property. We have experts that transform business processes, as well as real estate. This makes it possible for us to create and deliver unique opportunities for the investors and occupiers that we work with. At every stage of the property lifecycle, we are there to assist them. It's our job to make it easier and more profitable for our clients to buy, sell, let, rent develop, manage and invest in land and property.

What we're looking for?

We are looking for exceptional Graduate Surveyors with an RICS accredited degree to work within our commercial real estate business. You could be working for clients ranging from UK's largest investment funds and leading property companies, to global retailers and household brands.

At Capita, our people make a difference.

We recognise that everyone has a valuable contribution to make, and we'll empower you to channel your enthusiasm and creativity in a way that inspires you to achieve your best, every day. We'll provide an environment that encourages you to use the skills you have, and create opportunities to learn and to develop.

Your training

We're committed and proud of our graduate training programme. We offer a *personal touch* and provide training, support and guidance required to

achieve the APC including:

Department rotations – you'll have two rotations in different disciplines as appropriate;

Counsellors – we'll assign you a supervisor, counsellor and assistant counsellor to help you through your APC;

Training – is provided to prepare you for the APC including mock interviews and study leave.

You'll have the opportunity to participate in "BusinessWise", which is our postgraduate programme. We run it in conjunction with the University of Northumbria and it's fully funded by Capita.

Graduate case study



Nick Masters, Lease Advisory

How long have you worked for Capita? I've been at Capita for two years. My first rotation was in the Property Management team, which involved working on a diverse property portfolio across the UK. Now I've moved into the Lease Advisory team where I work on a number of lease renewals, rent reviews and strategic real estate consultancy. Prior to this, I studied on the Real Estate MSc course at Reading University.

What has been your most memorable experience at work?

My first lease renewal negotiation on behalf of one of our key occupier clients. I was nervous, but I'd completed the due diligence beforehand and had been coached on some negotiation techniques, which proved to be very useful. It has been great to be given this opportunity so early on in my career at Capita.

What are you most proud of achieving during your time here?

My proudest achievement to date has been completing a particularly high

value rent review on behalf of a key investor client. It was a hard negotiation, because my opposite number acting on behalf of the tenant had extensive experience. However, with the support of more senior colleagues, I was able to secure a great result for the client, which was very satisfying.

What learning and development support have you received?

They provide regular APC supervisor and counsellor meetings and CPD training to make sure we are up-to-date with our training towards final assessment. Additionally a couple of my colleagues have enrolled on BusinessWise.

What does a typical day entail?

No two days are likely to be the same in the property industry. A typical week for me is likely to include assisting with rent reviews and lease renewal negotiations or attending client meetings. I'm frequently sourcing comparable evidence, drafting expert reports for arbitrations and preparing for negotiations. On average around a third of my time is spent out of the office environment on behalf of our clients.

Are there social activities to get involved in?

There are plenty of social activities to get involved with. These include company team events such as football, the softball league, as well as the Property Triathlon and Property 5km. We also have a number of charity days, which are a great way to meet people from other areas of the business.

What do you enjoy most about working at Capita?

I most enjoy the lively, supportive atmosphere in our team. This is complemented by the diversity of job roles and the level of responsibility given to us at such an early stage in our careers. Teamwork is a major part of life at Capita and working in a small team within a much larger organisation has given me the opportunity to developing strong working relationships and friendships with colleagues throughout the business at all levels of seniority. Additionally the emphasis on a structured training programme is greatly reassuring whilst training towards the final assessment of the APC.

CAPITA



We started delivering from day 1

Start your property career with Capita.
www.thinkcapitarealestate.uk/graduates

thinkcapitarealestate.uk

Our business

CBRE is the world's leading commercial real estate advisor. Worldwide, we have more people advising more clients than any other property adviser, giving our people unparalleled options for where they want to take their careers. We have over 349 offices in 60 countries with 70,000 employees.

Services

Throughout the UK, CBRE people are involved in delivering a comprehensive range of property-related advisory and transactional services. These include agency, property and asset management, building consultancy, development, corporate finance, corporate services, investment, portfolio management, planning, professional, research and valuation work. Our people think creatively but act practically to ensure we offer seamless solutions to every client's needs.

What we look for

You will be intelligent, ambitious, entrepreneurial, analytical and numerate, with good commercial acumen, a genuine interest in the property industry and strong interpersonal skills. Languages are desirable but not essential.

Your training and development

We want you to have a long and rewarding career with us. That is why we have developed the CBRE Academy: to help our people understand what it takes to succeed and give them the training and support to get there.

Our extensive graduate programme is your first step on a career path with us that is only limited by your imagination. We're a meritocracy, so if you have the talent and put in the effort you can go right to the top. You

will gain early responsibility and client contact from day one, making a real contribution to the business as well as gaining a professional qualification. In addition, you will be entitled to company benefits immediately and a permanent contract.

Choice of graduate development routes

We offer a variety of graduate routes, each with development and experience tailored to the career path you choose. These include Commercial Property, Residential, Planning and Development, Building Surveying and Quantity Surveying. You can discover more about each route on our website.

Sports and social

We work hard but we like to have fun too. In addition to various sports teams, companywide activities include a sports day, quizzes, parties, a treasure hunt and on your induction our legendary graduate trip to Cornwall!

You'll have lots of social opportunities to get to know your colleagues and clients.

Graduate Case Study

Charlotte Woodhouse Retail Lease consultancy London



The Retail Lease Consultancy service line is divided into five teams; Central

London, High Street, Supermarkets, Out-of-Town, and Shopping Centres. I have spent the previous year working in the last of these for clients including Westfield, Grosvenor (Liverpool ONE), Land Securities (Cabot Circus, Bristol) and British Land (Drake Circus, Plymouth). During my time in the Shopping Centre Lease Consultancy team I have helped to devise and implement rent review strategies, provided advice on current rental values and carried out numerous inspections on restaurants, retail units and entertainment venues within schemes across the country. My colleagues have always encouraged the development of my APC skills, offering me the opportunity to deal with the client directly, to actively lead on rent review negotiations and to help prepare submissions as part of the dispute resolution process.

Alongside of the high profile projects, CBRE life is full of varying social events including the infamous Retail Christmas Party, where all new employees have to take to the stage and perform a song of their choice (thankfully group performances are allowed!). Meanwhile the Annual Cocktail Party at the Victoria & Albert Museum plays host to some of the biggest names in the retail world and this year we were fortunate enough to have access to the sold-out David Bowie exhibition. Finally, the JLL Triathlon held at Dorney Lake in Eton, was a great occasion for socialising with colleagues, clients and surveyors from other firms. Overall I have had a fantastic start to my time at CBRE and although I will be sad to leave my current team, I look forward to the challenges ahead.

Is the world big enough for you?

You want your APC qualification, that's a given. But CBRE is about a whole world more than that. For a start, we serve around 85% of the Fortune 100 leading global companies; proof, if you needed it, of the world class organisation you would be joining. Choose CBRE and you'll gain access to the prestigious CBRE Academy but, better yet, because you'll be entering one of the most graduate friendly organisations on the planet, you'll immediately be part of real work on real projects. Add a social and charity events calendar that could take you from Ascot races to a Catalan cycle rally and you have a world of excellent reasons to demand more today.

cbre.co.uk/graduates

CBRE



Contact: Cluttons HR department on 0207 647 7373

Pathways: C, PD, BS, RE, V, QS, PM

How to apply: Via our website www.cluttons.com send a covering letter and CV to recruitmentUK@cluttons.com or recruitmentME@cluttons.com

Deadlines:

We are currently developing our Graduate Development Programme which will open in 2016. In the meantime, we are always looking for high calibre graduates throughout the year.

Our business

Cluttons is a global real estate services company, with a presence in over 50 countries. We provide a wide range of commercial and residential property and facilities management, valuation, agency, telecoms and consultancy services.

Our clients range from international corporates and institutional investors, to private individuals and families. Founded in 1765, we now employ over 600 staff worldwide and have a fast-growing international platform, including a network of offices in the UK, Europe, Middle East, Asia Pacific, India and South Africa.

We are the trusted market leader in the Middle East where we have grown our presence and established a strong track record over the last 40 years.

Graduate recruitment

We recruit graduates for several APC pathways including commercial, residential, building surveying, planning and development, valuation, quantity surveying and project management. There are opportunities in our London, regional and Middle East offices.

Our reputation and the quality of work we deliver depend on the calibre of people we employ. We look for individuals who want to succeed in a property career, who are passionate about doing a good job and who care about providing clients with the best real estate solutions. Teamwork, developing relationships, problem-solving, initiative and creativity are all skills which we look for, along with:

- Good A level results
- A 2.1 RICS/RTPI approved degree or post-graduate degree
- Relevant work experience which demonstrates a commitment to a career in the property industry

- A good level of commercial awareness

APC programme and training

We have an excellent APC programme which is reflected in our 100% pass rate. Your training will consist of:

- Technical expertise gained on the job under the supervision of partners and associates
- Technical knowledge through in-house CPD lectures
- Personal and business skills development
- Training designed to help you through the APC process and pass the final assessment

All graduates are given jobs offering a wide range of professional experience and responsibility, including client contact.

On qualification, your training and development continues. We have a strong culture of learning and progress, and we provide a number of opportunities for you to advance your career at Cluttons.

Graduate case study



Hugo Knight
Commercial graduate

Why did you choose Cluttons?

Cluttons has been a dominant force in the property industry since the 1700s, so when I had the opportunity to apply for a vacant role, I jumped at the chance. The position I accepted was one of four offers I had, but the others were all with small firms who didn't have a large market presence. The fact that Cluttons provides multiple different services was also appealing as I felt the chance to move job roles within the firm would be easier.

What is the best thing about working for Cluttons?

Cluttons is run by a partnership which means that the day to day running of the business is conducted by those with a vested interest in the company. I feel this is highly advantageous as the partners are striving for high performance for their own interest rather than the interest of your average shareholder. The people that Cluttons attract are brilliant and make the firm a fun and positive environment to work within.

What support have you received in order for you to study for your APC?

From day one at Cluttons there is a huge amount of support for graduates with regards to APC training. APC supervisors and counsellors are very approachable and help to walk you through any problems you encounter over the two year period. The firm host monthly in house CPD sessions as well and there are various training days held for both graduates and qualified surveyors. As a graduate we also have access to an RICS consultant and a trained APC assessor who comes into the office every couple of months to check up on how we are progressing and offers further advice and guidance.



BUILDING YOUR CAREER IN REAL ESTATE

When you join Cluttons you become part of leading global real estate services company with offices in over 50 countries. Our graduate scheme is an exciting place to start your career, giving you a fantastic opportunity to work in the UK, Middle East or Africa

We make the complex simple

cluttons.com/graduates

CLUTTONS



Contact:
puja.nayee@colliers.com

Pathways: C, BS, PL

How and when to apply:
www.colliersgraduates.com

Applications open: 15 October 2015
Applications close: 30 November 2015

Who are we?

Colliers International is the third largest commercial real estate organisation in the world with a global network of 15,800 professionals working across 485 offices worldwide. In the UK we employ over 700 people in our London and regional offices.

We provide a broad range of real estate consultancy services including general practice surveying, fund management, destination consulting and property co-investment.

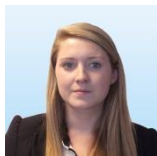
Graduate Training Programme 2016

Our APC programme provides access to experienced APC assessors, expert property professionals and structured learning opportunities. It normally takes around 2.5 years to obtain the necessary professional skills, knowledge and practical experience required to pass the APC. During this time all Graduate Surveyors are offered the opportunity to work in up to three different departments, spending approximately ten months in each. This allows our graduates to work across a variety of service lines, build a broad knowledge base and to gain practical experience in a number of sectors before deciding in which area they wish to specialise.

Our excellent APC pass rate reflects our commitment to providing the best support to our graduates. In addition to our APC programme, we also offer a structured graduate development programme and access to a variety of internal and external training and continuous professional development (CPD) opportunities. All graduates are also granted access to Colliers University, which is the first and only university of its kind in the industry - a fantastic learning resource which hosts over 1700 courses, webinars and e-learning options with a proven track record

for increasing efficiency, productivity and revenue.

What do our current Graduates have to say?



Sasha Riddle
Out of Town Retail, London Office

I graduated from Nottingham Trent University with a BSc (Hons) in Real Estate. As a Graduate Surveyor at Colliers you are given a lot of responsibility. In the Out of Town Retail Team, I have been able to gain experience in a variety of areas, including Agency, Professional Services and Investment. I have been involved in a number of acquisitions on behalf of a national trade occupier, and have had direct exposure to the client to help them meet their requirements.

Since joining Colliers I have been overwhelmed by the support I have received. The company provides internal Graduate training and revision sessions, as well as access to external CPD events. The multidisciplinary nature of the company means that there is a wealth of opportunities for Graduates to gain exposure to other competencies. As part of my APC preparation, I have been able to undertake a rotation in the Valuation Department to enhance my knowledge and experience within another sector.

One of the best things about Colliers has to be the people. The company has a really positive work ethic, and

since my first day I have been made to feel a valuable member of the team. There are plenty of regular social events, and the company also offers the opportunity to get involved with a variety of sports and charity fundraising events.

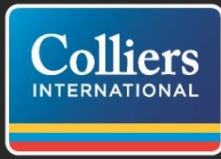


Robert Prescott
National Offices & Industrial & Logistics,
Manchester Office

I graduated from Northumbria University having completed a BSc (Hons) in Estate management and joined the National Office Agency Team in Manchester. I was welcomed into the office by everyone, and I felt like part of the team from the word go.

From the outset I gained exposure to clients and prestigious instructions and I worked closely with my Director, assisting with the acquisition and disposal of a range of offices across the North West, which was invaluable for my progression. I have also been able to work with other Departments and have assisted with valuations, completed rent reviews and even assisted with a Town Centre regeneration project!

The Manchester Office has Graduate sessions every Thursday morning where we swap ideas and get help with any issues we may be having with competencies. Everyone is there to help one another learn with a view to passing the APC, and we also have Colliers University which offers courses on absolutely everything you need to know about property.



Unlock your potential



We are dedicated to the development of our graduates and offering them the support they need to achieve their professional goals.

Colliers International is one of the UK's leading real estate advisors, employing more than 700 staff across 11 offices. We are one of the top three global commercial real estate organisations, with over 480 offices in 62 countries.

As a graduate at Colliers International you will be provided with opportunities to learn from experts from across the Company. The extensive support we offer our graduates is reflected in our outstanding APC pass rate.

To find out more about what our graduate scheme has to offer and how to apply, please visit our website www.colliersgraduates.co.uk.

www.colliersgraduates.co.uk

Accelerating success.

Your future is a big deal to us

We are one of the world's top three commercial real estate services firms, with 250 offices in 60 countries worldwide. All around our international network, we are delivering cutting-edge £ multimillion deals in sectors ranging from retail, transport and energy to financial services, residential and media. And our graduates are involved in almost every single one. This is the kind of exposure you can expect on our programme – and it will come quickly.

As part of our select intake you'll take on three rotations where you'll get plenty of early responsibility and hands-on involvement with. This means that when you move into a full time role with us (which is guaranteed upon successful completion) you'll already be the experienced and capable professional our clients rely on

Our ambitious growth strategy will ensure that there will always be high profile work on offer. You'll gain professional qualifications, and international opportunities will be there for the taking. And your pathway to partner will be clearly defined. So you'll be able to set goals, knowing that you'll have the encouragement, support and opportunity to get to where you want to be.

Our Programmes

Real estate is diverse, and so is our business. There are many routes to success here – every one of which offers ongoing support, great training and a clear pathway towards Partnership. Just find the one that's right for you.

Commercial

You will study for the Commercial Assessment of Professional Competence (APC) Pathway through the Royal Institution of Chartered Surveyors. As you train, you will take on three ten-month rotations across the business to build your practical experience. This could include regional or international rotations, or developing your skills on secondment with an external organisation.

Property Finance & Investment

This route offers the opportunity to study for either Property Finance & Investment APC Pathway through the Royal Institution of Chartered Surveyors or the Chartered Financial Analyst (CFA) qualification. Take the APC option, and you'll take on three ten-month rotations – two in our corporate finance teams, and one on secondment with a client. Choose the CFA, and you'll stay in Corporate Finance throughout.

Building Surveying/Project Management/Quantity Surveying

Joining a multidisciplinary Project Management & Consultancy team, you will become involved in the entire life cycle of buildings. You will follow a training programme aligned to a relevant APC Pathway through the Royal Institution of Chartered Surveyors. This programme is non-rotational, but you will have plenty of opportunities

to build up broad experience across the whole department.

We also offer summer internship & business placement opportunities.

Summer Internship

Our eight-week paid internship is a demanding yet rewarding course of learning and hands on experience. It's also a great opportunity to get a taste for global real estate and see whether our industry is right for you. Excel, and you could be offered a place on our graduate scheme at the end.

Business Placement

This is an opportunity fit some invaluable industry experience into your penultimate year and get a head start on your professional qualification. Lasting for ten months, our placements will see you undertaking training and getting a broad exposure to international real estate. You'll build your commercial awareness and interpersonal skills too – skills that will help when you return to university.

To find out more, visit cushmanwakefieldgrads.com

YOUR FUTURE IS A BIG DEAL TO US

**Graduate and internship opportunities
in Real Estate**



Follow us here



Deadlines:

2015 Graduate opportunities - Applications open from 1st September 2015

How to apply:

www.deloitte.co.uk/graduates/realestate

Contact:

Studentrecruitment@deloitte.co.uk

Deloitte Real Estate redefines the concept of a full-service real estate business, offering a breadth of capability and an innovative approach unequalled in the market.

Our team combines traditional property services with financial and business advisory expertise to deliver integrated solutions on the simplest assignment to the most complex. We apply a depth of insight drawn from our understanding of all industries and sectors to advise occupiers, lenders, investors and the public sector on every aspect of real estate in an increasingly complex world.

Graduate Development Programme 2015

We look for graduates who are interested in the three main areas of our business – **Construction Advisory, General Practice and Planning**. We accept applications from undergraduate and postgraduate students and whilst a related degree is preferred it is not essential as we are looking for talented individuals who are keen to embark on a career in property. We offer second to none training to get you fully qualified as a Chartered Surveyor or Chartered Town Planner and our exceptional pass rate reflects this. Right from day one you are actively involved in the life of the firm; going out to meet clients, visiting sites and pitching in your own ideas for real jobs, many of them among the most talked about in the industry. There's as much responsibility as you can take but plenty of support and encouragement too so you never feel out of your depth. Throughout your training period you will have your own counsellor and supervisor as well as having a 'buddy' assigned to you and of course fellow

colleagues around the firm to support you every step of the way. Your experience is also complemented by seminars and training sessions on

anything from negotiating and assertiveness to skills.

Through the CPD Foundation you can expand your knowledge in areas such as the RICS Valuation Standards or Party Walls and Rights of Light. In short, you are taken seriously as a graduate and why wouldn't you be – you are our Partners of tomorrow!

For more information about the training we offer and the rotation scheme we provide please visit our website.

The Selection Process:

On top of academic and personal achievement, we look for individuals who will work hard to make the most of every opportunity they get. As a result, we've designed our selection process to ensure that you're right for us.

Applications to our programmes open on 1st September 2015. You must register online and submit in accordance with the deadline advertised on our website. Opportunities will be available in London and regionally and we will be holding interviews from December onwards.

1. Online application

Once you've researched who we are and what we do, complete our online application form at www.deloitte.co.uk/graduates/realestate.

2. Numerical testing

This online test involves interpreting data presented in tables and graphs and using it to calculate your answer.

3. Critical Thinking test

Pass our online numerical test and this next stage - also completed online -

4. First interview

Generally, this interview will take place in the office you have applied to and will last for around an hour. We've designed this initial interview to help you learn more about our firm and culture as well as giving us the opportunity to assess your suitability via the questions we ask you. You will also be given an office tour by some of our recent graduates.

5. Second (and final) interview

The final interview is comprised of a presentation and a one hour interview with a senior member of staff from your preferred service line. You will also be able to meet our directors and partners over lunch.

Graduate profile



Samuel Taylor
Senior Associate

"I joined Deloitte Real Estate in 2013 because I wanted access to the best clients, the most exciting projects and the brightest colleagues. The projects I've been involved in are amazing – things that will really make a difference. The training at Deloitte is second to none, a combination of personal mentoring and structured learning which means I'm learning from the best in the industry. Undertaking the APC has enabled me to obtain a fantastic breadth of experience & training – it's all part of Deloitte's legendary career development programme."



Work with the biggest names

Work alongside experts in real estate, finance and business advisory. Learn from the leading figures in the industry. Become someone who's trusted by some of the world's biggest businesses. It's your future in an unrivalled business in the market. How far will you take it?

www.deloitte.co.uk/graduates/realestate



© 2013 Deloitte LLP. Deloitte LLP is an equal opportunities employer.
Member of Deloitte Touche Tohmatsu Limited

Deloitte.



Gerald Eve is the 3rd largest partnership of chartered surveyors and property consultants in the UK.

We have a staff count of 390 across a national network of nine offices, which means that we can provide practical local knowledge to clients. We have one of the highest partner-client ratios for our sector. Our hands-on style produces exceptional results and offers a unique relationship which, we believe, sets us apart from our competitors.

Our range of services includes occupational and investment agency, planning and development, every aspect of building consultancy, rent review and lease renewal instructions, compulsory purchase and compensation, valuation, business rates, property taxation and project services.

Our employees are at the heart of Gerald Eve and our commitment to them is reflected in the fact we have been in The Sunday Times 100 Best Companies to Work for five times.

For more information about the firm, visit our website at www.geraldeve.com; or www.gebesomebody.com

YOUR TRAINING

Our excellent track record on first-time passes for MRICS or MRTPI is down to the commitment of our trainees and the quality of our graduate training programme;

- **Department rotations:** we'll give you the opportunity to discover which area you'd like to specialise in - our trainees normally work in four departments, working with the team and contributing to client work.
- **Graduate training:** you'll continue to improve your knowledge with

workshops, seminars and practical training sessions both with our APC trainer and at external conferences

- **Continued Professional Development (CPD):** as a Gerald Eve trainee, you will automatically become a member of the CPD foundation and be invited to relevant conferences and events throughout the country
- **Supervision:** our strong team of experienced APC supervisors and counsellors, will mentor you through the training process. You will also have a dedicated HR Manager who will help you through the APC process.

GRADUATE CASE STUDY



Jessica Nutt
Offices Rating
London City Office

Our department of five - two Partners, two Associates and one graduate (me!) - provides Rating advice on Offices. Our team sits within the larger Retail, Industrial and Offices Department, which provides other services including valuation, lease consultancy, agency and management.

Rating is a major part of the business at Gerald Eve and I get to work alongside some of the best-in-field surveyors as well as working with an extremely exciting client base.

I have been given high levels of responsibility from day one, as I have had my own caseload and

direct contact with clients. My responsibilities include making appeals, inspecting and measuring the property, contacting the Valuation Officer who I am negotiating with to try and get the rateable value reduced, contacting other agents with similar appeals in the same location, writing Statements of Case to summarise our evidence and writing reports to our clients once an appeal has been settled.

Graduates at Gerald Eve are trusted and respected and are vital members of teams, rather than being given all of the worst jobs. I enjoy working as part of a team, the interaction between teams at Gerald Eve, and sharing of knowledge and skills, which has allowed me to maximize my experience. I get to speak to clients and other agents on the phone on a regular basis, which has enabled me to develop my communication skills as well as gain a network of contacts in the industry.

I have been involved in a lot of the sport on offer at Gerald Eve and playing hockey, netball and softball on a regular basis has allowed me to get to know my colleagues outside of the office. There are also numerous firm-wide events held throughout the year, which allows you to meet other employees both from the London and regional offices.

I love working for Gerald Eve and it is mainly to do with the people and the office atmosphere. Having worked in both the West End office and the City office, it is clear that everyone working at Gerald Eve is like-minded and friendly and this makes it worth getting out of bed in the morning.



We asked our graduates why work for Gerald Eve? Their response?

At Gerald Eve, you can **Be Somebody**

www.gebesomebody.com

CHARTERED SURVEYORS, PLANNING
AND PROPERTY CONSULTANTS.



GERALDEVE



GROSVENOR

Grosvenor

Contact: Victoria Edwards, Head of Resourcing recruitment@grosvenor.com
020 7312 6335

How to apply: Via the website on:
<http://www.grosvenor.com/Careers>

C PFI

Graduate Programme – Graduates are recruited via our Summer Intern Scheme.

Summer Intern Scheme - Applications open September 2015 until 28 February 2016

Grosvenor is a privately-owned property group, active in some of the world's most dynamic cities. Our future success is tied to sustainable growth of the cities in which we have a presence. We have a vested interest in the future shape of the urban landscape and aim to help create and manage attractive and vibrant cities in which people choose to live and work.

Grosvenor Group Limited is headquartered in London, with 17 offices in 11 countries, and consists of three main areas of business: Direct investment, Indirect investment and Grosvenor Fund Management.

Direct investment is through our three regional operating companies: Grosvenor Britain & Ireland, Grosvenor Americas and Grosvenor Asia Pacific. These are the companies through which Grosvenor makes direct investments in real estate.

Indirect investment: this portfolio is managed by the Holding Company. It makes indirect investments in real estate through co-investment in Grosvenor-managed funds and through other indirect investments.

Grosvenor Fund Management: this is the operating company which manages investments on behalf of investors, of which Grosvenor is one. It operates in the US, Europe and Asia.

Graduate Programme

The Grosvenor International Graduate Programme is designed to provide our graduates with broad and international experience in all aspects of the property industry. We offer an opportunity for you to start your career 'client-side', giving you greater levels of responsibility than might be found elsewhere and the chance to provide input from day one.

Training and Development

All graduates are assigned a dedicated Supervisor and Counsellor who provide support throughout the programme. The breadth of experience gained through varied rotations in our diverse business areas provides a comprehensive introduction to working in property and the necessary competencies to achieve the APC.

International Opportunities

One of the ways in which we will help our graduates to develop an international property career is to offer the opportunity to move between Grosvenor's international operating companies. During the three year programme, graduates could find



themselves working in Vancouver, San Francisco, Hong Kong or another of our locations.

How to Apply

Entry onto the Grosvenor International Graduate Programme is conditional upon participation in our two week Summer Intern Scheme.

Graduate Case Study

Ian Currie, Analyst, Capital Markets

Having completed a Master's in Real Estate Finance at the University of Cambridge, I joined Grosvenor in July 2012 on the summer internship scheme. My time was predominately spent in the out of London development team analysing new

development opportunities and I also gained exposure across the various group entities including fund management, investment and asset-management.

I was fortunate to be offered a full-time Graduate role and joined the London Estate Development team. In this role, I was responsible for the day-to-day commercial success across a variety of developments on the London Estate. This involved running financial appraisals and liaising with architects, designers and planners to ensure the projects were delivered in-line with the Estate strategy. A particularly rewarding experience is seeing customers living or working in a development I helped deliver. I then moved into the Mayfair portfolio asset management team gaining valuable experience in asset strategy and repositioning.

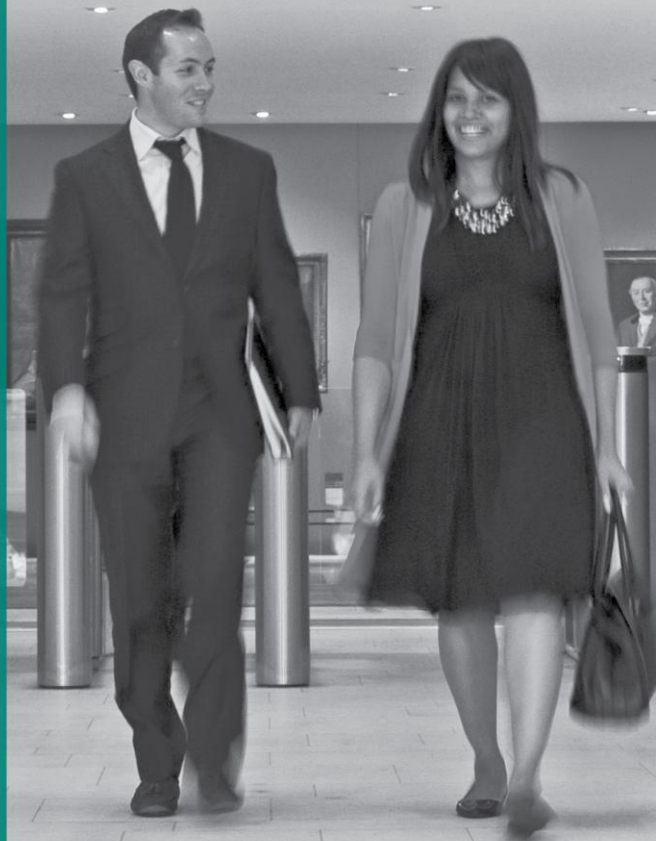
I qualified as a Chartered Surveyor in 2014 and moved into a qualified role in Grosvenor Fund Management. Our team are responsible for equity fund raising, product development and research across the listed and unlisted real estate markets. The role involves regular travel across Europe, meeting clients and visiting our international assets.

Grosvenor offers a tremendous opportunity for Graduates seeking client-side experience with a large emphasis placed on career development and progression. The ability to gain exposure across a variety of asset-classes within the context of an international organisation offers a unique opportunity for graduates with a passion for property. Our custodial role in creating and managing inspiring places for people to live, work and visit very much fits within the ethos of the company and its employees.

WE COUNT YOU AMONG OUR BEST ASSETS

At Grosvenor we recognise the value of long-term relationships with our staff as well as our business partners. By attracting and retaining the best people, we improve innovation, decision making and results. In return we offer an open and sociable international environment where hard work is the norm and outstanding company, team and individual performance is well rewarded

Visit: www.grosvenor.com/careers





Contact: Nuzhat Merali
Graduate Programme Advisor

Email: graduate.team@gva.co.uk

Tel: 0121 609 8360

Web: www.gva.co.uk

Application Timeframe:

Graduate applications open
7 September – 15 November 2015

How to apply: Via the website at
www.gva.co.uk/graduates

Who are we?

Bilfinger GVA is one of the largest and most diverse multidisciplinary property consultancies in the UK. Not only do we have an established presence in London and all the major regional cities as well as throughout GVA Worldwide; we are represented in 21 countries and 128 market locations.

In July 2014 we merged with Bilfinger Real Estate, the property advisory division of engineering and services giant Bilfinger SE group; a business that employs 60,000 people globally, providing industrial, power, building and facilities capabilities to both the public and private sectors.

What does that mean for you?

Bilfinger GVA offers exciting opportunities for graduates both nationally and internationally. When you work as part of our multidisciplinary team, you will get to work on some high profile, challenging projects from day one with some fascinating clients. Whether you are based in London or within one of our regional offices, our teams are consistently delivering innovative advisory and transactional services covering the entire property life cycle.

What can you expect when you join our Graduate Programme?

Our two year graduate programme offers several options for professional qualification and specialism in RICS Surveying pathways – Commercial, Planning & Development, and Building Surveying and RTPI Town Planning opportunities.

Whether you're working towards your RICS or RTPI chartered membership, our graduate training framework enables you to develop your career goals in a way that works for you. Our in-house APC training programme is one of the best in the industry and as an award winning graduate programme we work closely with the professional bodies to ensure all

training and experience is relevant, challenging and above all supportive.

The Graduate Programme at Bilfinger GVA is structured so that you begin preparing for the APC from your first day. Your dedicated APC tutor will help you to choose your competencies, meet with you at regular intervals and guide you through the written submissions and final presentation processes.

If you join the London offices you may 'rotate' around various departments during the two year programme; or in our regions you will have tailored training through a 'home team', and will take part in projects and liaison with colleagues in various specialist areas.

Bilfinger GVA will also give you study and financial support for all fees and relevant external training courses/seminars. We will train you on all systems for the technical and business skills you will need for a successful career in Property.

Graduate Case Study



**Anya Leusink,
Graduate Surveyor
London**

"What have you been involved with since you started at Bilfinger GVA?"

As a rotational graduate, I have had the opportunity to work in a number of departments during my time at Bilfinger GVA which has provided me with an excellent first rotation was in West End Management where I took

an active role in the management of a portfolio of properties in Mayfair. I also worked in the City of London Office Agency team and was involved in finding new tenants for empty office buildings on behalf of landlords and tenants. My experience in the Valuation Consultancy team provided me with excellent technical knowledge about how to value properties on behalf of banks. I am currently in the process of preparing for my APC to become a Chartered Surveyor and this experience will stand me in good stead.

"What kind of support have you received for your APC and development?"

As a rotational graduate I have found Bilfinger GVA to be thoroughly supportive. This has not just been in regards to my placements and training, but also in allowing me the time required for my studies. The guidance and support I have received from all of my colleagues has been invaluable.

"Any final words about your graduate experience with Bilfinger GVA?"

Outside of work, the social atmosphere at Bilfinger GVA is great. I organised a successful graduate 'summer drinks social event', which had a great turnout and provided a good opportunity to catch up with fellow graduates. I am also a Land Aid ambassador, which is the property industry's charity; I attend sessions to discuss ideas on how to raise money for the charity. Bilfinger GVA is shortly hosting a 'Back to School' themed Land Aid day which should be a lot of fun and also raise lots of money. I am also involved in softball games throughout the summer where we compete against other property companies in Hyde Park.

Graduate
Recruitment



Apply online between
7 September – 15 November 2015

Bilfinger GVA is a property consultancy with an independent spirit and a refreshingly down to earth style.

Our teams are passionate about property and developing a career for talented graduates.

Make your application online before midnight on Sunday 15 November 2015.

SHARING
YOUR
FUTURE

Find out more about our 2016 graduate programme at:

gva.co.uk/graduates



Contacts: Amelia Dowty / Saskia Cooper

Emerging Talent Acquisition

graduate@eu.jll.com

C, BS, PM, PL, QS, Residential

How to apply: Online application via

www.jll.co.uk/graduates

Deadlines:

Applications close midnight, 8 November 2015
Summer Internship Scheme: Applications open
February 2016

Potential – everyone tells you you’ve got it, you’ve been building up to this moment for years and now you are ready, but where can you realise it? We believe there is a new place to look – and it is all around you – property. Property is so much more than bricks and mortar or steel and glass. These are the spaces and places where lives are lived and careers are forged. At JLL we help companies and individuals maximise the value of property and with services ranging from investment deal making to sustainability consulting whatever your degree or experience there is a property career for you.

Your Development

We recruit, train and retain the highest calibre of graduates, challenging them to develop enduring client relationships built on quality service, collaboration and trust.

Our bespoke training programme will give you all the technical, business and professional skills you need build a successful career in property / real estate. After induction you will gain experience across a range of different disciplines allowing you to develop a wide breadth of knowledge as well as a professional qualification.

Culture and Values

At JLL we believe that property can make an important contribution to the economy, society and the environment. Our “Building for Tomorrow” agenda aims to help the industry, clients, staff and the communities to build a sustainable future.

Our people are known for their collaborative spirit, ethics and culture of achieving client value. There are plenty of socialising opportunities with your team, the other graduates and colleagues from across the business. employee networking groups for LGBT

and female staff and for working parents.

Your skills

We welcome applicants from all parts of the community with undergraduate or post-graduate degrees from all disciplines. Relationship building and strong communication skills are integral to our success.

The recruitment process

Our recruitment process involves application via our website – www.jll.co.uk/graduates. Those who are successful through the initial screening process will be invited to first stage Interview which includes completion of online tests and a skype interview with a member of the Emerging Talent Acquisition team. Upon successful completion of this round, you will be invited to a final stage assessment day after which offers to successful applicants will be communicated directly. You will be given every opportunity to demonstrate your skills and experience at each step of our assessment process.

Graduate Case Study



Callum O’Boyle
London

I studied Geography with Transport Planning at the University of Leeds, and then did a Masters in Real Estate at Oxford Brookes University. I joined JLL Last year and am currently going into my second year on the JLL graduate scheme. I have just spent a year at LaSalle investment management, which is a rotation available to graduates on the commercial property graduate pathway.

My day to day role primarily consists of working on a pension fund team where I am involved in anything from running projections and appraisals for potential new acquisitions or disposals, managing the fund model to creating and collating business plans and reports. I also work on the central London business space asset management team where I help manage a number of properties across London, from industrial units in Croydon to mixed-use office blocks in Kings Cross. Working for business space will gains you experience in managing your own properties, such as leasing or refurbishment. However, there will also be a number of other properties that you will help manage or do projects for.

Working with JLL has allowed me to work outside of my usual day to day role on projects, acquisitions and appraisals for other funds. This year I have been part of the acquisition of a public house portfolio, retail warehousing and a high street unit. I have also gained disposal experience with the sale of an office portfolio. Being part of the fund and asset management team has been brilliant in gaining a wide range of experience for starting my career. I have been given a lot of responsibility from day one which can admittedly be quite daunting to start with, however, once you get used to it, it is hugely rewarding for a graduate role.

As with much of the property industry I have now started to get into the odd triathlon or cycle race which is a huge amount of fun. There is also the opportunity to get involved in various other sports teams in the company.

Discover more

www.jll.co.uk/graduates

www.facebook.com/jll

Twitter: @JLLUKGraduates

Insta: @JLL_UK_GRADUATES

S O M E S E E
B R I C K
W A L L S.
W E S E E
P O T E N T I A L.

Visit jll.co.uk/graduates and realise your potential in property.





Contact:
Lauren Strangleman, Graduate Manager
Lauren.strangleman@knightfrank.com
T +44 20 7861 1163

Pathways: C, RE, V

How to Apply:
KnightFrank.com/recruitment/graduates

Deadlines:
Applications open on Monday 21st
September 2015 and close on Friday 27th
November 2015

Founded in London more than a century ago, Knight Frank has grown to become the world's largest privately owned property agency and consultancy. Today Knight Frank is widely regarded throughout the world as the firm of choice for high quality residential and commercial property and now has a network of over 370 offices in more than 55 countries, employing over 12,000 property professionals.

By recruiting a range of the industry's best individuals, Knight Frank has built exceptionally talented teams around the globe. We are passionate about property, always aim to be progressive in our thinking and above all, we are consummately professional in everything we do.

The Knight Frank culture nurtures talent and entrepreneurial spirit, which allows employees at all levels to fulfil their potential and build successful careers in the property industry.

Our Graduate Schemes

Graduates are the life blood of our business. We place great emphasis on recruiting the very best and ensuring that our graduates receive the finest development and training.

Our aim is to provide all graduates with an outstanding training programme that focuses on passing the RICS's APC or other relevant real estate accreditations, with the parallel objective of finding out how an individual's skills can be best aligned with the firm's needs.

We offer graduate schemes across the group within most real estate specialisms, with opportunities to deal directly with a broad range of clients and to build industry knowledge from day one. We also offer the opportunity to rotate within our network to one of our other global offices. A dedicated team of partners and HR professionals supports graduates throughout their APC training programme and Knight Frank's excellent success rate is testament to this support and expert advice.

Alistair Elliott, Senior Partner who joined as a graduate, says:
"Knight Frank places great importance on the content and management of its graduate training programme.

The intention is twofold; firstly, to give graduates a valuable introduction to surveying and secondly, to feed the Knight Frank business with a pipeline of the very best talent.

Our graduate programme has always been highly acclaimed and anyone joining Knight Frank has the benefit of the enormous brand value which the business holds. It has served a wide range of people exceptionally well."

Our application and interview process is designed to allow candidates to feel as comfortable as possible, in order to provide them with the best opportunity to show off their strengths.

Successful candidates begin their Knight Frank career with a two day induction which aims to introduce them to key people within the firm and to provide them with a real understanding of what the two year training programme entails.

William Buttery, Graduate Commercial Division who joined in 2013 says:

"Knight Frank has a comprehensive training scheme to help you pass the APC; experiencing different parts of the business is invaluable, allowing you to make contacts in various sectors and markets before discovering which path is best for you."

During the two year programme, graduates complete a number of rotations within different departments, from which they gain balanced and well-rounded training.

Kristina Appleby, Graduate Residential Division who joined in 2013 notes:

"The support we receive both for the APC and general working life is second to none. We have regular training and revision sessions to support us throughout our rotations."

The Graduate scheme provides opportunities to interact with and understand different areas of the business and our schemes also offer opportunities in our offices across the world.

William Buttery comments:

"Even at an early stage of my career, I find myself interacting with Knight Frank offices from around the world; the firm allows you to make the most of its global reach. And with such a far reaching global footprint, the opportunities to work abroad are numerous."

As well as the APC training, graduates also find the social side of Knight Frank just as fulfilling and this helps to reinforce the fact that they are highly regarded throughout the business.

William Buttery adds:

"As an independent firm, Knight Frank ensures that its clients are at the heart of everything it does. This is, in part, due to the company culture, which is tight-knit and hardworking, and where socialising also plays an important part. There is a strong entrepreneurial side to the business, and Knight Frank is at the forefront of technology with its multilingual website and app for iPhone and iPad."

Kristina Appleby says:

"The Knight Frank culture is excellent and there is huge opportunity for career progression. There are a large percentage of partners and proprietary partners who started off as graduates which shows that there are long-term career opportunities. This also demonstrates that graduates are treated with respect and are seen to be the future of the company."

She concludes:

"I have always been welcomed into each department and Knight Frank also organises a huge amount of social and sporting events. We are extremely close as a year group and I couldn't have asked for a better group of graduates to work alongside."



EXCEPTIONAL PEOPLE GO TO

[KnightFrank.com/recruitment/graduates](https://www.knightfrank.com/recruitment/graduates)

If you are passionate about property and would like to find out more about a career at Knight Frank, please contact the Knight Frank graduate recruitment team on +44 20 7861 1163



Contact:
Ema Saunders, Graduate Scheme Director

Email: Gradrecruitment@savills.com
Phone: 020 7877 4607

More information or to apply, please visit the Savills website savills.co.uk/graduates

Pathways:
BS, C, PD, PL, PM, RE, RU, TA (for QS), V

Applications Deadlines:
Graduate Scheme 2016: Applications for all pathways open: 1 October 2015

Surveying pathway applications close:
10 November 2015

For other pathways deadlines, please visit our website

Savills passionately believe their graduates are future leaders and as such make a huge investment in them. Savills' graduates are given responsibility from day one, in teams who highly value their contribution, allowing them to be involved in some of the world's most high-profile property deals and developments. Graduates are surrounded by expert professionals and experienced team members from whom they learn and seek advice. Individual achievement is rewarded and Savills look for bold graduates with entrepreneurial flair.

This year, Savills are proud to be The Times Graduate Employer of Choice for Property for the ninth consecutive year. Great work-life balance, global opportunities, structured training and a dynamic working environment are amongst the factors which see Savills nominated by final year students as the preferred Property employer year on year.

The Savills Graduate Programme offers the chance to gain an internationally recognised professional qualification. We offer roles within Surveying, Planning and Estate Agency, with over half of the graduate programme vacancies for positions outside of London. Savills' offices are in exciting locations around the UK and work with high-profile and important clients. The diversity of Savills' services means there is the flexibility to carve out a fulfilling, individual and self-tailored career path regardless of the location.

Graduates gain experience in up to six departments - even between the different APC Pathways, giving maximum flexibility of exposure and choice of department upon qualification, coupled with great networking across the business.

Savills runs a programme called "Grad Swap", giving graduates the opportunity to work in a different Savills office in another country for one rotation for up to four months. Previous destinations have included Amsterdam, Dublin, Warsaw and Shanghai. It is an excellent career development opportunity for graduates who are ambitious and want to make the most of networking and skill building opportunities.

Graduate Case Study



Polly Simpson
APC Pathway:
Planning & Development
Office: Warsaw (on secondment from London)

The Culture at Savills

Working at Savills presents graduates with the opportunity to work with market leading teams across the Real Estate industry. Everyone in the firm shares a similar commitment to providing a premium service and upholding the Savills brand.

Rotations

Savills graduates have the opportunity to gain a broad experience via four-month rotations in a variety of different teams. This has been fundamental in building my knowledge of the development process and preparing me for the APC. Having almost completed six rotations, I have not only gained valuable experience, but I have built internal relationships and been able to determine where my skills lie for after the APC process.

Given its global presence, Savills also offers international rotations. A particular highlight for me was undertaking a rotation at the Savills Poland office based in Warsaw. I joined the Investment team for four months, where I built up my international connections, improved my knowledge of investment transactions and had the opportunity to work on a huge variety of projects. This exposed me to international markets and broadened my knowledge of Savills' achievements on a global stage.

The Social Side of Savills

Savills is a very sociable firm, with lots of team and division based activities. From the outset, Savills graduates enjoy many social and networking events. These are a great way to get to know one another, particularly at the beginning.

Graduate Charity Project

Savills graduates support the charity *Dreams Come True*, a national children's charity that provides innovative and practical solutions for helping sick children achieve their dreams. Each year the graduates organise a variety of fundraising events in order to raise money, including a World Cup sweepstake, a summer party, and a cricket match with an auction. A total of £84,000 was raised last year.

The Best Bits

My highlight of the Graduate Scheme was definitely living in Warsaw. Although I had very limited foreign language skills, I received tremendous support from both the UK and Polish HR teams. I thrived on the challenge of living independently in a new and exciting city, and I consider those four months to be instrumental in my professional development. Since returning I have also helped UK based teams connect with our Polish network, facilitating working relationships.

Training and Support

There is so much support for graduates undertaking the APC at Savills. Each graduate has an assigned councillor and extensive support network, in addition to a comprehensive programme of training courses and lectures; particularly towards the end of the programme, when we have study leave and an abundance of APC-orientated courses.

Words of Wisdom (Advise to grads on how to apply)

Get experience and lots of it! Be prepared to reflect upon your experiences, communicate what you learnt, and how / why the work experience has furthered your interest in a career in property. I think willingness to learn is also vital; acknowledge your weaknesses and demonstrate a commitment to self-improvement – a willingness to learn and a pro-active attitude will go a long way. It is also vital to have a genuine interest in the industry - being on top of developments in the market can be invaluable in many situations.

SHAPE YOUR FUTURE

40% of our board joined
us as graduates

Do you have what it takes?

Become **the future of Savills.**



🐦 @savillsgraduate
#careersinproperty



This publication has been produced by Savills with the help of recruitment and training experts from real estate firms across the industry.



C A R E E R S



I N



P R O P E R T Y



2 0 1 6