

# **Careers In Property 2010**

**This publication has been produced through the collaboration 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 during 2010. It offers a comprehensive guide to the contributors' schemes and includes real life case studies.**

# CONTENTS PAGE

	Page no	Accepts applications from non RICS accredited degrees
An Introduction to “Careers in Property” by Tony Cheetham, Sheffield Hallam University	3	-
Becoming a Professional; the pathway to success. A guide to the RICS APC Routes by Prof. Nick French, Oxford Brookes University	4	-
Business Skills at the Core of a Career in Property by Eamonn D’Arcy, Henley Business School, University of Reading	8	-
Postgraduate property courses by Paul Royston, Nottingham Trent University	9	-
Company Index	10	-
Format of profile pages and key to APC Pathway abbreviations used in this booklet	11	-
Allsop	12	✓
BNP Paribas Real Estate	14	✓
CBRE	16	x
Cluttons	18	x
Colliers CRE	20	✓
Cushman & Wakefield	22	✓
Drivers Jonas	24	x
DTZ	26	✓
Gerald Eve	28	x
Grosvenor	30	✓
GVA Grimley	32	✓
Jones Lang LaSalle	34	✓
King Sturge	36	✓
Knight Frank	38	x
Lambert Smith Hampton	40	✓
NB Real Estate	42	x
Savills	44	✓

# Careers in Property

A career as a Chartered Surveyor is an extremely interesting and diverse one within a dynamic and forward looking profession. By reading this document, you will probably be considering this as an option - maybe you are actively seeking employment, researching employers for future reference, or perhaps you are at the beginning - wondering if this profession offers you the opportunities that are right for you?

You will probably know that all the firms featured in this publication are the 'A' list of the surveying profession. All of them offer you the opportunity to progress quickly, take responsibility within a supportive environment and ultimately to develop expertise enabling you to enjoy a varied, interesting and rewarding career. A career as a Chartered Surveyor is a demanding one, but it gives you a professional status recognised globally and there are significant rewards for those individuals who work hard to make the most of their potential.

My advice to you is to take control and be proactive in order to discover which area of the profession most interests you. Research the firms you are interested in and the opportunities that they offer. The profession is looking for capable and competent individuals, with good team working skills, a professional, hard working, positive attitude and a capacity to innovate in order to improve the service it offers.

If you are studying a RICS accredited course, seek every opportunity to actively engage with employers. Take advantage of professional placement opportunities or inter-semester work experience; attend career events and improve your employability skills. You should of course also enrol as a student member of RICS and get involved whilst studying.

The recruitment market is tough at the moment, but the firms represented in this publication are actively recruiting and seeking individuals with the potential for advancement to senior positions. They are investing for future growth as economic conditions improve. The potential for the surveying profession over the next few years is enormous, so be a part of it and I wish you every success.



**Tony Cheetham**

*Chartered Surveyor/ Senior Lecturer  
Sheffield Hallam University*

Sheffield Hallam University offer a diverse range of RICS accredited Undergraduate and Postgraduate study programmes.

For further details relating to MSc, BSc (Hons) and other available options within our portfolio please see our website at [www.shu.ac.uk/built/surveying](http://www.shu.ac.uk/built/surveying) or email me at [w.a.cheetham@shu.ac.uk](mailto:w.a.cheetham@shu.ac.uk) or my colleague Stuart Smith at [s.d.smith@shu.ac.uk](mailto:s.d.smith@shu.ac.uk)



**SHARPENS YOUR THINKING**

# **Becoming a Professional; the pathway to success**

## **A guide to the RICS APC Routes<sup>1</sup>**

Nick French, Professor in Real Estate, 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**

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 five year (UG) or three year (PG) training programme. It is a modern apprenticeship. The degree is followed by a period of, normally, 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**

To embark upon the APC, you need to secure employment as a graduate surveyor with a company where you will (normally) be supervised by a qualified Chartered Surveyor. 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 a firm 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 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
- Preparation for your final assessment submissions - records of your training and professional development and a 3000 word critical analysis
- Application for final assessment
- Final assessment interview
- Results

---

<sup>1</sup> This editorial is a summary of the information found on the RICS website ([www.rics.org](http://www.rics.org)) under the links relating to the APC.

## 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 as follows. Guides on each grouping are available from the RICS<sup>2</sup>.

- Property
- Built Environment
- Land

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

### **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.

### **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.

### **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.

### **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.

### **Residential Property Practice**

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.

### **Residential Survey and Valuation**

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.

### **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.

---

<sup>2</sup>

The detailed requirements for each pathway are set out in the RICS' APC/ATC requirements and competencies guide, July 2006.

### **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.

### **Housing Management and Development**

Housing management and development surveyors are spread across the world and will be required to adjust their work to the specific housing policies and processes that apply at both a national, regional and local level.

### **Machinery and Business Assets**

In the same way that property surveyors advise and act on property use for business purposes, machinery and business assets surveyors provide valuation and agency services for all aspects of machinery and business assets in the industrial, commercial and government sectors.

For the **Built Environment** group the Pathways are:

#### **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.

#### **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.

#### **Project Management**

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

#### **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.

#### **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:

#### **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.

#### **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.

#### **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.

#### **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.

#### **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.

## 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 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, counsellors and employers

## 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 School of the Built Environment at Oxford Brookes, please  
contact +44 (0) 1865 483453  
[be@brookes.ac.uk](mailto:be@brookes.ac.uk)**



# Business Skills at the Core of a Career in Property

*Éamonn D'Arcy*

*Programmes Director Fulltime MSc Real Estate 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 at the core of the property skills set has been the increasing internationalisation 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 an increasing number of property graduates entering employment will come from a business school environment. In the United States over ninety percent 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.



**HENLEY**  
UNIVERSITY OF READING



Email: [rep@reading.ac.uk](mailto:rep@reading.ac.uk) Telephone: +44 (0) 118 378 8175



# Postgraduate property courses now provide the largest source of surveyors to the industry

*Paul Royston, Head of Property Management and Development, Nottingham Trent University*

There is a wide range of postgraduate property courses available to choose from - including professionally-accredited courses designed specifically for graduates from non-property related disciplines wanting to become Chartered Surveyors and enter the property industry. These types of courses are often referred to as conversion courses.

Since 2000, student interest in, and recruitment to these professional postgraduate courses accredited by the RICS has grown considerably.

Figures produced by the RICS shown in the table below reveal the extent of this growth, and the substantive growth in postgraduate interest and entry into the real estate and construction professions during recent years.

The figures show that the number of students enrolling on UK RICS-accredited postgraduate courses has overtaken undergraduates as the largest source of surveyors into the industry.

RICS Course 'Starters' Data 2000-2007 (Source: RICS)									
Level of Course	Sept 2000	Sept 2001	Sept 2002	Sept 2003	Sept 2004	Sept 2005	Sept 2006	Sept 2007	% age increase on 2000
Undergraduate	2,949	2,572	2,554	2,688	3,064	3,660	3,727	4,031	+37
Postgraduate	419	1,363	1,805	2,354	2,917	3,609	4,697	4,716	+1,026
Totals	3,368	3,935	4,359	5,042	5,981	7,269	8,424	8,747	+160
% PG	12	35	41	47	49	50	56	54	350

The majority of these postgraduate courses are available to study on either a full- or part-time basis.

The full-time route is normally completed in one year. This intensive study route enables students to complete their course as quickly as possible and get out into the industry.

The part-time route is generally chosen by students in their first job in the property industry on a day-release basis over two years. There are several advantages of studying part-time. Firstly your employer may pay, or help with, your course fees. Secondly you can start on your APC (Assessment of Professional Competence) diary/logbook of professional development from day one. And, importantly, you will gain on the job experience, receive advice from colleagues and make numerous contacts – all of which will aid and enhance your coursework.

Specialist courses, via distance learning and utilising web-based learning methods, are also available and are becoming increasingly more popular.

When choosing which mode of study you should ask yourself how you work best – for example are you disciplined enough to complete a distance learning course? Or, would the more communal and structured experience of studying either full-time or part-time on day release be more motivating for you?

Whichever mode of study you decide on there are also many important aspects to consider when choosing a university and postgraduate course. Students should look for a course at a university with a great reputation in property education which has close links with industry, RICS accreditation, regularly updated content, field trips and dedicated postgraduate facilities such as resource rooms and IT suites.

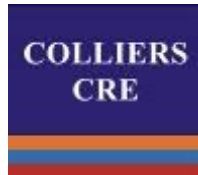
**The School of Architecture, Design and the Built Environment at Nottingham Trent University provides an exciting context for graduate studies across a broad range of disciplines, offering a variety of RICS-accredited undergraduate and postgraduate courses with flexible study options.**

**Website:** [www.ntu.ac.uk/property2010](http://www.ntu.ac.uk/property2010), **Email:** [ask.ntu@ntu.ac.uk](mailto:ask.ntu@ntu.ac.uk), **Phone:** 0115 848 4200

**NOTTINGHAM**  
**TRENT UNIVERSITY**

# COMPANY INDEX

## Featured companies:



# FORMAT OF COMPANY PROFILE PAGES

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

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



**COMPANY NAME  
HERE**

Contact: Joe Bloggs, Graduate  
Recruitment Manager,  
[joe.bloggs@company.com](mailto:joe.bloggs@company.com)  
0207 123 4567

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

How to apply: Visit the website form  
on [www.graduatesite.com](http://www.graduatesite.com)  
Deadline: Applications open on  
xxx and close on xxx

How to apply and deadlines

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

\*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.

\*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 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.

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.

Careers in Property 2016  
Page 10 of 11

## Key to 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  
 V – Valuation



## ALLSOP

### Contact:

Katherine Bowen, Partner  
P020 7543 6708  
[katherine.bowen@allsop.co.uk](mailto:katherine.bowen@allsop.co.uk)  
Simon Davidson, Partner  
020 7344 2653  
[simon.davidson@allsop.co.uk](mailto:simon.davidson@allsop.co.uk)

C, V, R

**How to apply:** visit [www.allsop.co.uk](http://www.allsop.co.uk)

**Deadlines:** Applications open on 8 September 2009 and close on 18 December 2009

### 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, cognate and non-cognate, 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. In October 2008 we had 12 graduates take their APC with a 100% pass rate.

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 King Sturge Triathlon (one third of the firm competed in 2009), the Three Peaks Challenge, Cycle Ride to Cannes and the London to Brighton bike ride.

#### Graduate Case Study



**Luke Le Brun**

#### **Commercial London**

*"In an auction team, graduates need to be prepared to hit the ground running!"*

Having carried out work experience with Allsop, I joined the firm in September 2007 as a graduate in the Commercial Auctions Team. It was an

energetic and extremely busy environment, despite the property world being conscious that we were on the edge of a potentially historic downturn. I remember that on my first day I arrived at my new desk to see the phone ringing, and was immediately expected just to sit down and answer it – as it happened, the call was from a potential client who wanted to sell a commercial property. In an auction team, graduates need to be prepared to hit the ground running!

Just three months after joining, I was involved in the one-off auction of a portfolio of 56 commercial hire centres all guaranteed by a national plc. The sale required a rapid turnaround which involved help from all the teams in the firm, and the result was a massive success with 100% of the properties sold. Within one month, all 56 properties had to be inspected, priced and reported on by the team, and a one-off auction catalogue was produced. Each property had its own angle and appeal making accurate pricing a complex process in itself, even before the unstable conditions in the commercial property market were taken into account.

The rapid turnaround to put together a unique, one-off auction in a difficult market meant that there was very much an 'all hands on deck' atmosphere, and the grads were heavily involved from start to finish in all aspects of the process – inspecting, pricing and marketing.

As an introduction to the fundamentals of successful commercial property advice and investment it was unrivalled – although a bit of a baptism of hire! •



3 good reasons to join one of the  
UK's most successful independent  
property consultants



# rotation recreation

graduate  
opportunities



[www.allsop.co.uk](http://www.allsop.co.uk)

**Contact:** Samantha Bruckshaw,  
Graduate Recruitment Manager,  
[samantha.bruckshaw@bnpparibas.com](mailto:samantha.bruckshaw@bnpparibas.com)

**How to apply:** Via the website form  
on [www.realestate.bnpparibas.co.uk](http://www.realestate.bnpparibas.co.uk)  
**Deadlines:** Applications open on 5  
October 2009 and close on 4  
December 2009

BNP Paribas Real Estate is continental Europe's leading provider of integrated commercial real estate services, delivering solutions for property owners, investors and occupiers. Our dynamic company is expanding rapidly and moving towards its goal of becoming a top five UK property consultancy.

Our people are key to delivering outstanding results. We employ specialists with in-depth knowledge of each part of the real estate business. That means we can offer services that span the entire real estate lifecycle.

## Your development

Throughout your career at BNP Paribas Real Estate, you will be encouraged and supported to achieve your personal career goals. In some cases, graduates have been promoted to associate director within two years of completing their APC. We will provide you with the tools and scope to realise your potential and will fully support your drive to succeed.

- training in three key business areas
- over 98% APC pass rate
- emphasis and support for personal career development
- active encouragement to achieve promotion after qualification

## What are we looking for?

Solid academic qualifications are important, but should be complemented by the personal qualities required to help differentiate yourself in the highly competitive real estate consultancy market. We are looking for motivated individuals committed to a career in surveying.

Creative and lateral thinking is of

prime importance and you should be able to express yourself clearly and persuasively. We also look for the ability to build strong working relationships with colleagues and clients, and show resilience under pressure, as deadlines can be tight and the stakes high.

Most graduates who join BNP Paribas Real Estate hold a RICS accredited undergraduate degree or masters. If you hold a degree in another discipline, we will sponsor you to gain a RICS accredited diploma as part of your training programme.

- solid academic qualifications
- motivated and committed to a surveying career
- creative and lateral thinker with an ability to express opinions clearly and persuasively under pressure

## Graduate Case Study



**Stella Hicks**

Graduate – London & Bristol Business area: At the moment I am in Property Management, after spending 9 months in valuation

## Why did you join BNP Paribas Real Estate as a Graduate?

My decision to join BNP Paribas Real Estate was down to the wide range of opportunities that the company is able to provide, the enthusiasm and ambition of the people I met and the high APC first time pass rate. I was changing career paths from law to commercial surveying and as a non-cognate, I knew I would need

to undertake a MSc in Surveying at The College of Estate Management. I wanted to work for a company that would be able to support me and provide a range of experience and the opportunity to work with a diverse range of clients.

## What support do you receive towards your APC qualification?

BNP Paribas Real Estate generously fund my part time MSc in Surveying and allow me to take study leave to undertake my course. All new graduates go to London for a week upon joining, which allows you to get to know BNP Paribas Real Estate and your new colleagues. BNP Paribas Real Estate aims to provide support throughout every stage of the APC process. Every graduate is allocated a buddy (a colleague who is also taking their APC, so you can ask them for help if required), a supervisor and an overall supervisor known as a Counsellor on the APC programme.

## Are you a member of any teams or clubs at BNP Paribas Real Estate?

Yes, the softball team for the Surveyors and Solicitors League. BNP Paribas Real Estate won the Bristol league last year. There are always sports teams to get involved with at BNP Paribas Real Estate, such as football, rugby, cricket, softball, boules and golf.

## What do you enjoy about working in your office?

I enjoy the range of work and different property types that you encounter and travelling the wide area that the office covers.



# REVEAL YOUR POTENTIAL



**Join us and you'll be more than a trainee.**

As an integral part of our innovative developing business, you will be involved in a diverse range of exciting projects enabling you to grow your career in a way that suits you.

Visit our website [www.realestate.bnpparibas.co.uk](http://www.realestate.bnpparibas.co.uk) to unlock your potential.



**BNP PARIBAS  
REAL ESTATE**

Real Estate for a changing world.

[www.realestate.bnpparibas.co.uk](http://www.realestate.bnpparibas.co.uk)



## CB RICHARD ELLIS

[www.cbre.co.uk/graduates](http://www.cbre.co.uk/graduates)

C, PD, BS, QS

**How to apply:** Via the website on [www.cbre.co.uk/graduates](http://www.cbre.co.uk/graduates)

**Deadlines:** TBC- details on website London

### 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 300 offices in 50 countries with 29,000 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.

### 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, 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 an annual boat trip. You'll have lots of social opportunities to get to know your colleagues and clients.

### Graduate Case Study



**Jo-Ann Hawkins**  
Real Estate Finance

I decided on a career in the property sector whilst I was still at school. After several work experience placements and having graduated from the University of Reading I joined the Real Estate Finance department in September 2007 as an Investment Analyst.

My experience at CBRE has exceeded all my expectations. Being part of such a world-class business has meant that I am involved in a variety of large and high profile projects. Within Real Estate Finance, we tend to work on projects which have more unusual or complex funding agreements. This has included providing strategic advice in relation to a UK industrial fund valued at £225 million, providing regular valuations of a European Retail portfolio totalling €500 million and equity raising for a number of new funds. I have also been involved in setting up a new business initiative where we provide strategic advice to Banks where a loan has become distressed. Given the recent market difficulties, this has been a particularly interesting and busy part of my work.

As an Investment Analyst I was encouraged to take the Certificate in Corporate Finance exam and I am also preparing to sit my APC; specialising in Property Finance and Investment. CBRE has provided me with all the support and training that I have needed, as well as allowing me to assist in some exceedingly interesting projects.



You'll be working with people who enjoy looking beyond the obvious

Apply online [www.cbre.co.uk/graduates](http://www.cbre.co.uk/graduates)  
today

even more. We're great believers in the work/life balance. So we'll  
throw you in at the deep end with clients right away... and then throw a party  
to celebrate. *You'll need ambition, intelligence and buckets of commitment*  
Our Grad Scheme is totally dedicated to making the best even  
better. Check your passport, there'll be opportunities for  
*overseas travel. So if you've a passion for*  
property, be sure to talk  
to CBRE

Right now at  
CB Richard Ellis, we're looking for  
*outstanding graduates who are determined to stand out*

**CBRE**  
CB RICHARD ELLIS



## CLUTTONS LLP

**Contact:** Rebecca Fradley, Head of Learning and Development  
[rebecca.fradley@cluttons.com](mailto:rebecca.fradley@cluttons.com)  
0207 647 7267

**C, PD, BS, RE, V**

**How to apply:** CV and letter – see details at [www.cluttons.com](http://www.cluttons.com)

**Deadlines:** Applications currently open, and close on 11<sup>th</sup> Dec 2009

Cluttons LLP is one of the leading independent firms of chartered surveyors in the UK. We also have a strong business in the Middle East, as well as offices in Europe and South Africa. We provide a full range of property-related services across both the commercial and residential property markets. These services include asset and fund management, investment, valuation, landlord and tenant, property management, telecommunications, project and building consultancy, planning and regeneration, development agency.

We recruit graduates for five APC pathways – commercial, residential, building surveying, planning and development, and valuation – in both our London and regional offices, with further opportunities in the Middle East. In your application you should clearly state for which pathway you are applying, and in which location.

Cluttons has an excellent APC programme and a current pass rate of 100%. Your training will consist of:

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

All graduates are given real jobs offering a wide range of professional experience and responsibility, which often includes client contact.

On qualification, your training and development continues. We have a strong culture of learning and development, and we provide a number of opportunities for you to develop your career with Cluttons. Our reputation and the quality of work we deliver depends on the high-

calibre people we employ. We want individuals who want to succeed in a property career, who are passionate about doing a good job, and who care about providing our clients with the best property solutions. Team-working, developing relationships, problem-solving, using your initiative, and creativity are all skills that we look for, along with:

- good A level results
- an RICS/RTPI approved degree or post-graduate degree
- relevant work experience that demonstrates a commitment to a career in the property industry
- a good level of commercial awareness

### Graduate Case Study



**Lauren Hunt**

#### **Residential Valuation London Head Office**

The UK residential market is huge – approximately five times the size of the commercial market. Cluttons Residential Valuation department covers many sectors within this market, such as high value houses and flats, refurbishments, development schemes, investment portfolios, as well as acting for the main UK banks. We specialise in development appraisals, high value single properties and investment portfolios, and our major clients include HSBC,

HBOS, Barclays, Anglo Irish Bank, & RBS.

This instruction was from one of the main UK clearing banks, and was to provide the Market Value of a house in its existing condition and on the special assumption that it has been extended and refurbished. The property was a four-storey Victorian end of terrace house in Chelsea covering 2,400 sq ft. The owners wished to extend and fully refurbish it to 4,000 sq ft, extending to the side, rear and lower ground floor.

I had to look at the plans for the proposed building and speak to the developer about the final costs and specification, and provide two values to the bank, one on the special assumption that the property had been refurbished to a high standard, in line with the planning permission that had been granted. To do this I used the comparable method, speaking to local agents in order to gather sales of comparable properties. As the property had the planning permission, I also carried out a residual appraisal in order to work out how much someone would pay for the building in today's market, in its current condition. A residual appraisal allows us to take the Gross Development Value (GDV) and deduct the build costs, banks finance, professional fees, and developer's profit, which results in a residual value.

These two figures were provided to the bank – the residual valuation (value as is) was £2.45m and the GDV (value once converted) was £3.8m. The borrower secured their finance, the project was finished to an incredibly high specification, and sold to a famous composer for £5.6m! This project was especially interesting as I went to visit the completed property which we rarely get to see.

CLUTTONS

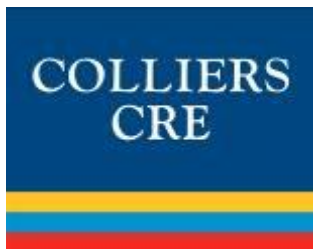


# Cluttons, the first step to success

Cluttons has successful graduate APC programmes across commercial, residential, building surveying and planning. To apply, go to [www.cluttons.com/careers](http://www.cluttons.com/careers)

[cluttons.com](http://cluttons.com)





## COLLIERS CRE

**Contact:** Louise Ashley, HR Officer:  
[louise.ashley@collierscre.co.uk](mailto:louise.ashley@collierscre.co.uk)  
**02074871945**

**C, PD, BS, PL, V**

**How to apply:** Via the website  
online application process at  
[www.collierscre.com](http://www.collierscre.com)

### Who are we?

Colliers CRE is one of the top-ten surveying practices in the UK, employing over 700 staff. We have offices in London (West End and City) and several regional cities and are part of Colliers International Property Consultants, an affiliation with over 294 offices in 61 countries worldwide.

Colliers CRE provides a broad range of real estate consultancy services including agency, valuation, property management, building consultancy and general consultancy to both UK and international clients. These services are delivered through specialist sector or service line teams which work closely together to provide an integrated service.

A number of household names make up our client portfolio including British Land, Nationwide, Cancer Research and Sainsburys.

### Our graduate track record.

Our track record for APC passes is consistently well above the national average and our programme is monitored by experienced APC assessors. All graduates receive excellent technical training and undertake realistic mock final-assessment interviews, setting them up with the right skills for their career in real estate and in the international business community.

All graduates will have excellent access to networking initiatives, CPD seminars, training and development sessions and social events. All this adds up to an APC programme designed to offer exceptional opportunities for personal achievement and development.

### Why Colliers CRE?

Because we are not like others. We are a vibrant and friendly company. We strive to combine a relaxed approach, both internally and externally with a professional attitude. We also believe our success is due to the excellent and long standing relationships between our staff and our clients.

### What do we look for?

We look for exceptional graduates who relish the opportunity to assume responsibility at an early stage, who are flexible and imaginative in their approach and can think laterally to achieve excellent results for our clients. Above all, we look for those that enjoy working and being part of a team.



**Peter  
Ainscough  
Graduate  
Surveyor,  
Colliers CRE**

**3/8/09**

I graduated with an Estate Management Degree from Northumbria University in the summer of 2006 and decided upon taking some time out to travel around the world with some friends. I joined Colliers CRE in June 2008.

Working as part of the Retail Development team in Leeds my main day to day work is dealing with the acquisition of new foodstore sites and consulting on extensions for a national

supermarket chain. Development has given me the opportunity to gain experience in a number of different disciplines and departments.

A recent project that I have been involved in has been the relocation of a supermarket in the North West of England. The project has revolved around the regeneration of an existing town centre through the development of a new food store and a number of new modern retail units.

With this particular project I have been involved in a number of stages and had experience with the initial site identification and the development appraisal, through to the formal inspection and valuation of the site. I have also assisted in the negotiations of the final acquisition. It has been a good opportunity and involvement in the project has continued after the exchange. We are still actively involved in the project through Landlord & Tenant work to gain vacant possession over the whole site.

Through this project I have also experienced consulting with the public and working closely with key local stakeholders and the other teams involved with the store development including planning, highways and architects to ensure a successful conclusion to the project. Once fully constructed we will again be involved in the project with the marketing and eventually letting of the new retail units.

I have thoroughly enjoyed my first 12 months with Colliers CRE. The office environment is very positive and I have received great support in both my work and for my APC.



# Ordinary isn't really our thing.

At Colliers CRE, we don't offer ordinary careers because we don't have ordinary graduates. We'd prefer you to be a bit different. Outstanding. Exceptional really.

Our graduate scheme offers a level of experience that'll get your career off to a strong start. We're one of the most successful property consultancies in the UK – we're in the top 10 by turnover and market share. Join us and you could be working on some of the most exciting projects the industry has to offer – and learning from some of the most experienced and respected people in the field.

So, if you're an extraordinary graduate and you're looking for an extraordinary opportunity, visit [www.collierscre.com](http://www.collierscre.com) to find out more about what our graduate scheme has to offer.

**COLLIERS  
CRE**

**Contacts:** Karen Poulton/  
Laura Ponsford  
[graduates@eur.cushwake.com](mailto:graduates@eur.cushwake.com)  
Tel: 0207 152 5624

**How to apply:** Online application  
[www.realtalentinproperty.com](http://www.realtalentinproperty.com)  
Closes 27<sup>th</sup> Nov 2009 for Graduates and  
26<sup>th</sup> Mar 2010 for summer placements

Cushman & Wakefield (C&W) is the world's largest privately-owned real estate services firm, with more than 15,000 professionals in 230 offices across 58 countries spanning six continents.

We offer a full range of services across the property life cycle and work with an incredibly diverse range of clients. Our teams have established themselves as market leaders in the following services:

- Capital Markets Group
- Client Solutions
- Business Space
- Retail Services
- Valuation
- Consulting Group
- Research & Consultancy
- Hospitality/Residential
- C&W Investors
- Occupier Strategy
- Resolution Group
- London Group

At C&W your career can go as far as your ambitions. We want you to come on a journey with us; starting with a permanent contract on day one, then achieving your Professional Qualification and progressing right through to Partner level and beyond...

We will provide you with a world-class structured development programme, helping you grow as a well rounded professional.

Our approach to recruitment is designed to let you show your individual talents and strengths. Whether you are interested in a graduate or summer placement, the first step is to complete and submit the online application form.

If successful you will be invited to a complete a numerical test, possibly followed by an interview and assessment centre which help us to really get to know you. You will also have the chance to meet a wide range of employees from the firm and start to build your network.

"Real talent knows no bounds."  
Now is the time to give your career the freedom to succeed.

## Graduate Case Study



**Rhianon Goldsborough**  
*Project Management & Consultancy  
London West End Office  
Assistant Building Surveyor*

### How did you hear about C&W?

I knew them by reputation after studying the BSc Hons Building Surveying degree at Sheffield Hallam University. C&W actually advertised a sandwich placement on the University website which I applied for and successfully got!

### What did you get up to in your sandwich year?

I worked on an 18<sup>th</sup> Century property which had stood derelict for 10 years. As a result of this there was a lot of damp and water ingress, dry rot, failing lintels, deteriorating brickwork and defecting roofing. The building pathology aspect of the project was really interesting. We

were also instructed to carry out contract administration of the enabling works, which involved writing the specification, managing the tender process to monitoring the project whilst on site. The project gave me fantastic experience and I was able to record it for my APC.

### What sparked your interest in Building Surveying?

From a young age I had an interest in property and structure. I worked in estate agency throughout school and when applying to university building surveying seemed like an obvious choice. It offers good career structure and continuous development.

**We're lead to believe that the Building Surveying APC is more challenging than other pathways, how are you preparing for your final assessment?**

I have allowed an extra six months so I will be sitting after two and a half years. One important factor is to keep everything up-to-date with your diary and to log experience and CPD hours against your competencies and to keep hold of University notes to refer back to and allow an hour each week to refresh those subjects.

### What do you think graduates need to succeed at C&W?

Self motivation and ambition as C&W is such a young and dynamic firm with lots of opportunities for career progression and promotion. Graduates also need to have a real enthusiasm for property.

To see Rhianon's full case study please go to:  
[www.realtalentinproperty.com](http://www.realtalentinproperty.com)

# Real talent knows no bounds



That's why we give our graduates the freedom to succeed.

At Cushman & Wakefield, we know our graduates are something special. With a clear path to partnership level, unique development opportunities and access to the finest quality training in the sector, we give you the space to grow.

[www.realtalentinproperty.com](http://www.realtalentinproperty.com)

**Cushman & Wakefield** -the freedom to succeed



Careers in Property 2010





## DRIVERS JONAS

**Contact:** Malisha Patel, HR Administrator  
[malishapatel@driversjonas.com](mailto:malishapatel@driversjonas.com)  
020 7896 8082

C, BS

**2010 Graduate Development Programme is likely to open in January 2010.**

**More information:** Via the website  
[www.driversjonas.com/Graduates2010](http://www.driversjonas.com/Graduates2010)

Drivers Jonas LLP is an impressive kind of business. Established in 1725, we now have more than 700 partners and staff across offices throughout the UK as well as in Paris, Frankfurt and Madrid. The range of services we provide is extensive, to match our clients' needs and areas of operation.

We have been voted in the top 20 Sunday Times Best Companies to work for for four years and were voted 14<sup>th</sup> in 2009 – something we are very proud of!

### **Graduate Development Programme 2010**

We look for graduates who are interested in the three main areas of our business - **Building Surveying, Commercial Property Surveying and Town Planning**. If you are completing an RICS or RTPI accredited course we could have the career for you!

We offer second to none training to get you through the APC 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 live 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 DJ 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 the Graduates pages of our website.

### **The Interview Process:**

Thankfully, our interview process is really straightforward! We hold interview days in each of our offices and you will attend the day(s) in your chosen office location.

The interview day consists of an interview, a written assessment, a presentation (on a subject of your choice), a tour of the office and lunch. Throughout the day there will be other graduates on hand to answer any questions you may have – and give you honest answers! Over lunch you will also have the opportunity to meet some of the partners which will give you the chance to find out how they got to where they are.



### **Graduate Case Study**

**Alex White,  
Surveyor**

**Strategic  
Consulting Team**

Becoming qualified in November 2008 has been the absolute highlight of my time at Drivers Jonas so far but it did make me realise that qualification was actually just the start of my career. Since November I have been working in Strategic Consulting on a wide variety of projects including property strategies for Colleges, Universities and Government Bodies.

The most interesting job that I'm working on at the moment is the Environment Agency's Regional Accommodation Strategy. We have been appointed to advise EA on the state of its existing estate nationally, and the opportunities available for improving it operationally. I am responsible for assessing the cost, qualitative and risk implications of each option for estate change, for each of the Welsh Regions.

These new responsibilities have definitely given me the opportunity to stretch myself and learn new skills. For example, to achieve approval, sign off and funding all our recommendations have to be presented to the appropriate Board for approval, so my presentation skills have really been put to the test. For EA Wales, we present to the Management Board, the National Board as well as Welsh Assembly Government. Although this can be intimidating, it has been a great learning curve – I have never been put in a position where I feel out of my depth and have always been fully supported.

It's true to say that my first year as a Surveyor has proved every bit as challenging, rewarding (and socially active!) as my years as a Graduate.





Those that laugh together work well together. You name it, we do it, from impromptu nights out on the town to rugby, netball, cricket and football and family fun days too.



In 2009, for the fifth time in a row, we were the highest ranked property consultancy in The Sunday Times '100 Best Companies to Work For' survey.



We're not just multi-disciplinary, we're also multinational. We have 11 offices across both the UK and continental Europe, in fantastic city centre locations.



For more reasons to join Drivers Jonas:  
visit [www.driversjonas.com/graduates2010](http://www.driversjonas.com/graduates2010) or  
contact **Malisha Patel:**  
T: +44 (0)20 7896 8082 E: [Malishapatel@driversjonas.com](mailto:Malishapatel@driversjonas.com)





## DTZ

### Contact:

Sarah Kelly  
Graduate Recruitment Manager  
[sarah.kelly@dtz.com](mailto:sarah.kelly@dtz.com)  
0203 296 3581

C, PD, BS, RE, PL

**How to apply:** please visit  
[www.dtz.com/graduates](http://www.dtz.com/graduates)

**Deadlines:** For graduate and summer placement deadlines please refer to our website

### DTZ's Vision:

**To be the best firm in the real estate services industry, for our clients, our staff, and our shareholders – where we choose to compete.**

### DTZ's Values:

- We put our clients' interests first
- We are one firm
- We deliver exceptional service to our clients and to each other – always
- We hire, develop, and reward top performers

DTZ understands that our success depends upon our people, and that's why we provide world-class training for our graduates. In addition, our reputation and market position mean that graduates at DTZ get invaluable experience on leading-edge projects with highly prestigious clients.

With a team of over 10,000 people in 43 countries DTZ is one of the world's largest real estate advisers. We combine deep local knowledge with global expertise to develop world-class solutions with world-class clients.

From fund management and valuation services, to supporting occupiers' space requirements and third party administration of client estates, we seek success in a very straightforward manner:

- Client by client
- Property by property

The service we provide to multi-national companies, major financial institutions, property companies, banks, governments and other public sector organisations is not only comprehensive, it's also backed by the best research and intelligence in the real estate industry.

### Why DTZ is the best in the UK:

**Valuation** – the number one team in the UK and Ireland, valuing £50 billion of property in 2008/9

**Agency** – Property Week 2009 'Office Agency of the Year'

**Property Management** – clear market leader with 6,000 UK commercial properties under management with capital value of £25 billion

**Retail** – DTZ manages nearly 30 million sq within 180 UK shopping centres and retail parks

**Public Sector** – DTZ currently advises over 100 local authorities

**Project Management and Building Consultancy** – in the last financial year the nationally based teams advised on approaching £1 billion of projects by capital value

**Research** – DTZ's market leading 'Money into Property' research report is now in its 34<sup>th</sup> year

### What are we looking for?

Our clients look to us for innovative solutions. That's why we seek versatile, committed individuals who combine clear thinking and commercial awareness with creativity and ambition. Candidates will be excellent communicators who are inspired by the prospects of working in a global business.

We welcome applicants from all degree backgrounds. Candidates wishing to pursue an APC qualification are ideally completing a RICS-accredited

degree or conversion. DTZ also welcomes applications from non-cognate candidates who wish to pursue their RICS accreditation, especially those with strong language or financial skills.

Our consulting and research teams are particularly interested in applicants with a sound academic record in geography or economics, or those completing an RTPI-accredited degree.

### What do we have to offer?

Whether you are interested in becoming a Chartered Surveyor in Commercial Property, Planning & Development or Building Surveying or a Property Consultant, we offer our graduates a world-class professional development programme tailored to your career path.

We have created an environment that gives real opportunity, real mobility and real reward. We combine this with a highly sociable team-oriented approach; we may work hard, but there's plenty of opportunity to have fun too!

In whichever discipline you join us, and whatever location you work, you will gain unrivalled property experience.

### Don't take our word for it...

Visit our website to find out which campus events we will be attending and to read our graduate blog.

**[www.dtz.com/graduates](http://www.dtz.com/graduates)**



## Graduate Case Study



**James Varley**  
**European Valuation**  
**London (West End) office**

I joined DTZ in 2006 following an MA in Commercial Property from Sheffield University. My first rotation with DTZ was within the Inward Investment department where I supported senior personnel on advising and attracting overseas capital into the UK commercial property market. Following this I moved into the European Valuation team where I am involved in a variety of different tasks such as:

- Undertaking comprehensive inspections and measurements of properties;
- Reviewing environmental, legal and technical due diligence reports in order to identify factors impacting on value;

- Acquiring and evaluating comparable evidence, which is recent rental or investment transactions possessing similar characteristics to the subject property
- Undertaking valuations, adopting a range of methods in adherence to local market practice;
- Meeting with clients to review changes to property/tenancy information and discuss valuations; and
- Composing valuation reports providing a comprehensive overview of the property and market conditions.

I have been involved in providing valuations for loan security, re-financing and accounts purposes across the UK, Continental European countries and even assets in Japan, where I was lucky enough to travel to, for banks, institutional funds and property companies.

One of my main responsibilities within the valuation team is to assist in the bi-annual valuation of a pan European portfolio for a large UK Real Estate Investment Trust. I first got involved with this

client as a graduate and am responsible for coordinating the valuation across continental Europe and liaising with DTZ's local offices to ensure that a consistent approach is adopted whilst taking consideration for local market practices. I work with the local offices to assist with the inspection of a number of the properties, which often involves spending a few days travelling across Germany visiting properties in numerous cities, providing an opportunity to view different architectural styles and local building specification standards. Being involved in European valuations is interesting as it enables you to gain an appreciation of local market value drivers and local market practices, such as the way that purchasers' costs are adopted in different European countries. With Valuation providing me with core skills every property professional should possess I look forward to building my career within the team.



## Got an eye on a **career in property?**



With **10,000** people  
operating in  
**43** countries,  
a truly global career  
is in your sights

**[www.dtz.com/graduates](http://www.dtz.com/graduates)**

**Contact:** Rebecca Withers,  
HR Manager,  
[recruitment@geraldeve.com](mailto:recruitment@geraldeve.com)  
020 7333 6335

**How to apply:** Via CV and covering letter or via the website on [www.geraldeve.com](http://www.geraldeve.com)  
**Deadlines:** Applications open on 1 September and close on 4 January 2010

Gerald Eve is one of the UK's leading, independent chartered surveying and property consultancy partnerships. We act for the public and private sector, including over 40 per cent of the FTSE 100. Our turnover for 2008/09 was £33.8m and we have been classified as a 'first class place to work' by the Sunday Times 100 Best Companies to Work For survey 2009. It is our people who are at the heart of this success; flourishing in a friendly environment.

We have three divisions;

- **corporate asset management**

We manage the property portfolios of a number of companies such as British Waterways, Carlsberg UK, Charles Wells, Interbrew (UK), Shell UK and Whitbread. This means we do everything for them, from paying business rates to buying and selling property.

- **transactions**

We have an agency team of 39 specialising in a wide range of sectors ranging from education and healthcare to industrial, retail and leisure.

- **consultancy**

Consultancy is everything else, including building surveying, compulsory purchase & compensation, landlord & tenant, investment management, planning & development, residential leasehold reform, rating and valuation.

### 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 work in a minimum of three departments, working with the team and contributing to client work
- **formal training sessions:** you'll continue to improve your knowledge with theoretical and practical training sessions
- **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 team of 45+ strong team of experienced APC supervisors and counsellors, and a dedicated training officer will mentor you through the training process.

During an average week, I will be working on six or seven projects which will be at different stages of progression. I will work with different people on a variety of projects and usually directly to a partner.

Typically my week will include: researching planning history at a Local Authority; attending site visits; researching regional and local authority planning policy; drafting letters or notes of advice or reports for clients; preparing and submitting planning applications; speaking to and negotiating with Planning Officers; and attending meetings.

I originally chose a Structural Engineering with Architecture degree before changing course to Geography. Once I graduated, planning offered a career that combined elements of both courses - the built environment and the way cities function. I took a fast-track Masters at London South Bank University to obtain an accredited degree and then completed the RTPI APC.

For me, I think the real draw of planning and development, is knowing I have advised on schemes that shape the way buildings and the city are constantly changing.

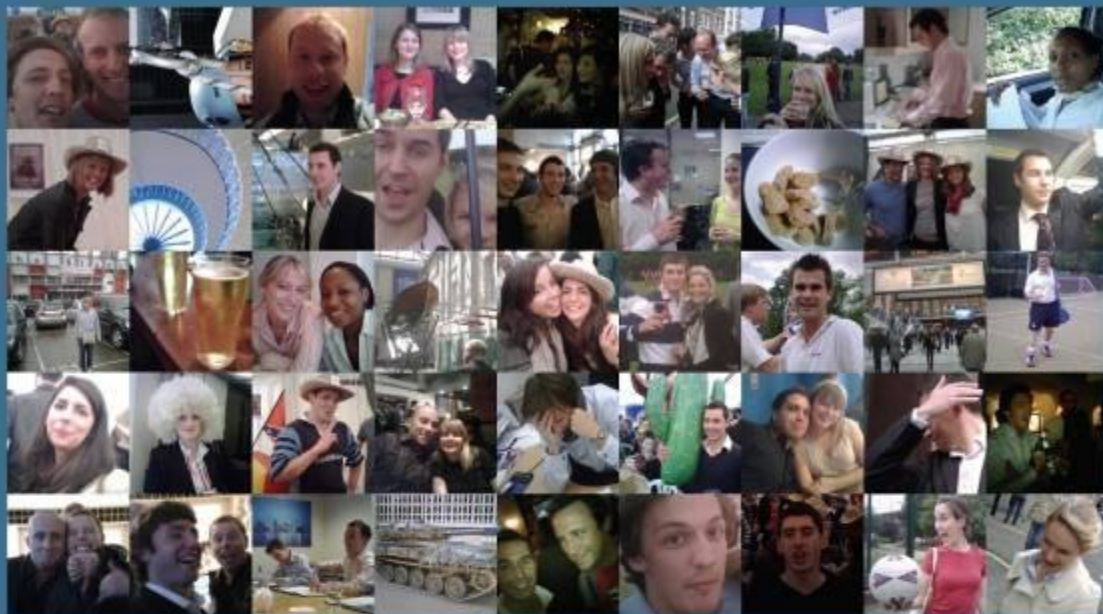
I particularly enjoy working with the historic built environment. One scheme that gave me some real responsibility early on in my career, involved the refurbishment of a neglected listed building in central London and its conversion into a private members club.

### Graduate Case Study



**Natalie Rowland**  
**Planning and Development**  
**London West End office**

Our department of 50 provides advice to developers and land-owners to assist them in creating new buildings or changing the fabric or use of existing buildings.



# Six Graduates. Six Cameras. Six Weeks.

We gave six graduate trainees a camera, a blog and free rein to record what life is like at Gerald Eve. Warts and all. No glossy pictures. No spin. Simply the story in their own words.

Visit their photo diaries and blogs online at  
[www.ge-therealdeal.com](http://www.ge-therealdeal.com)



Gerald Eve  
is an equal  
opportunities  
employer

chartered surveyors & property consultants

**GeraldEve**



**Contact:** Rebecca Pashley,  
Resourcing Specialist  
[graduate.recruitment@grosvenor.com](mailto:graduate.recruitment@grosvenor.com)  
Tel: 0207 312 6463

**How to apply:** Via the website  
[www.grosvenor.com/careers](http://www.grosvenor.com/careers)  
**Deadlines:** Please visit our website

Grosvenor is a privately owned property group active in some of the world's most dynamic cities. We combine commitment to innovation with the confidence gained from our 300-year heritage and continuous ownership by the Grosvenor family.

### Specialist Business Areas

Grosvenor owns 300 acres of Mayfair and Belgravia and our extensive holdings include some of the most prestigious residential addresses and contemporary offices in central London.

The Paradise Street Development Project in Liverpool is a primary example of Grosvenor's mixed-use development, reinvigorating the heart of Liverpool.

### Culture and Way of Working

We are committed to the principle of partnership. This dictates the way we do business, which is all about innovation, professionalism and integrity.

### Training and Development

Grosvenor's structured training programme is designed to provide a comprehensive framework for all candidates taking their APC. All Graduates are assigned a dedicated Supervisor and Counsellor and the breadth of experience in our diverse business will enable you to achieve the APC competencies.

### Social Life

Grosvenor is a friendly, yet hardworking environment. Our Graduates have a lively social life and there are a wide range of sporting and social activities.

### Graduate Recruitment

We recruit Graduates via our Summer Intern Programme and Graduate Recruitment Scheme.

The Summer Intern Programme takes place in July each year and enables a small number of applicants to gain valuable work experience whilst having the opportunity to secure a Graduate role.

Our Graduate Scheme for September 2010 has been filled by those who undertook the Summer Intern Programme in July 2009. We are now welcoming applications for our Summer Intern Programme 2010.

If any further Graduate opportunities arise for 2010 these will be advertised on the Graduate Recruitment pages of our website so please visit to see if there are any developments.

### Graduate Case Study



**Name:** Lauren Smith MRICS  
**Company:** Grosvenor  
**Division:** Fund Management  
**Location:** London  
**Title/Position:** Asset Manager  
**Date of Joining:** September 2005

My first experience of working in property was in 2003, when I secured a summer work

placement at Grosvenor. Two years later, having spent a year studying for the MSc in Real Estate at the University of Reading and a gap year travelling abroad, I was offered a permanent position on their graduate training programme.

Graduates at Grosvenor typically undertake two twelve-month rotations to broaden their experience prior to the APC. My first rotation was spent within Grosvenor Fund Management working on one of the shopping centre funds; a role which gave me a detailed insight into property investment as well as excellent asset management experience in landlord and tenant, leasing, and valuation.

For my second rotation I was based within the Out of London Development Team, assisting on Liverpool ONE, a 42 acre mixed-use development, which involved working with a diverse range of consultants on a number of exciting projects, with my time divided between our London and Liverpool offices.

Post qualification I returned to Fund Management and have since worked on the asset management set-up for both Liverpool ONE and the Grand Arcade, a retail development based in Cambridge. These have been exciting yet challenging projects which have given me the opportunity to really develop the knowledge and skills that I gained during both of my graduate rotations. Equally, whilst I have chosen to now specialise in retail, Grosvenor's diverse portfolio also offers graduates the opportunity to gain experience working in property investment or development in other sectors, such as residential or offices.



# **WE COUNT YOU** **AMONG OUR** **BEST ASSETS**

## **GRADUATE SURVEYOR** **LONDON, UNITED KINGDOM**

Grosvenor is a privately owned property group active in some of the world's most dynamic cities.

Grosvenor is an international property development, investment and fund management business. We have over £12 billion in assets, and an unsurpassed portfolio of prestigious projects in cities across the world. Each year, a select group of graduates joins us to learn, grow and contribute to our business. Whether regenerating the centre of Liverpool or managing our 300-acre London Estate, if you're one of them, you'll receive real responsibility from day one.

We have filled our Graduate Scheme places for September 2010 but are welcoming applications for the Summer Intern Programme in July 2010.

---

To find out more about our Graduate Scheme and Summer Intern Programme please visit:  
[www.grosvenor.com/graduates](http://www.grosvenor.com/graduates)

---

or contact  
[graduate.recruitment@grosvenor.com](mailto:graduate.recruitment@grosvenor.com)

---

Living cities

[www.grosvenor.com](http://www.grosvenor.com)



**GROSVENOR**

# GVA GRIMLEY

**Contact:**

Nina Tanner, Graduate Advisor

**C, PD, BS, PM, PL**

**How to apply:**

Please submit all applications and enquiries via the graduate website:  
[www.gvagrimley.co.uk/graduates](http://www.gvagrimley.co.uk/graduates)

**Deadlines:**

The closing date for applications for the September 2010 intake will be 31<sup>st</sup> December 2009.

In 2010, GVA Grimley hopes to be able to offer a select number of individuals a graduate position on its successful and long-running Graduate Training Scheme. However, as a result of the continuing difficult economic climate, it is proving hard to predict exact resourcing requirements 12 months ahead of time. In 2010, we will therefore be initiating a rolling graduate recruiting programme which will allow us to recruit in response to the needs of the business and will reassure prospective graduates that GVA Grimley will only recruit for positions that are 100% sustainable.

GVA Grimley is one of the leading businesses in the property and built environment sector, offering individuals the opportunity to work across a wide range of disciplines. As one of the largest property advisers in the UK, GVA Grimley is comprised of 12 national business units which operate across 12 regional locations. Our people work together on some of the most prestigious schemes in the UK to provide a full range of property-related services including agency, planning and urban regeneration, development, building consultancy, investment, property management, project management, valuation, business rates, lease renewals and rent reviews.

Our priority is to provide our graduates with the right development and promotion opportunities to achieve their RICS and RTPI APC qualifications in the minimum timeframe, and our flexible training framework enables individuals to tailor their training and development to suit their specific aspirations.

We provide excellent development and progression opportunities for those who have the determination and drive to succeed. Our in-house APC training programme has been running for over 10 years and includes an induction and regular interim assessments. Nearer to final assessment, detailed guidance is provided on written submissions and, for RICS candidates, on the final APC interview and presentation. Our APC pass rate has remained above 85% since the Graduate Training Scheme's inception, which demonstrates our commitment to offering the best training to all of our graduates.

We are firm believer in a positive work-life balance and each of our office locations offers a strong range of social as well as community based events including charity and environmental work.

We expect graduates to have achieved a 2.2 degree pass or higher. Ideally, you will already have work experience in the property industry. Above all, the company is looking for the right attitude, enthusiasm, motivation and the ability to work as part of a team. Apply now for the 2010 graduate programme online at [www.gvagrimley.co.uk/graduates](http://www.gvagrimley.co.uk/graduates).

**Case Study**

**Edward Shepherd**

**Graduate Planning and Development Surveyor (RICS)  
London West End Office**

I wanted to work in a career that would challenge me every day and would require me to commit to life-long learning. The specific impetus to become a Surveyor came from a work placement I undertook during which I attended a site visit for a new infrastructure project in the Thames Gateway. This was the first time I had seriously thought about the connection between people, place, development and the economy and the complex web of interrelationships fascinated me and continues to do so. Having spent some time in the Regeneration team, I am now sitting with the Retail Planning team. There is no typical day due to the range of projects the team work on, and I love the fact that there are constantly problems to be solved and that there are never 'off-the-peg' solutions. I like the idea that the work I do can improve places and their impact on people. These factors combined with the influence of the people I work with make the job special. If I was going to give advice to people looking to carve a career in the property sphere, I would suggest that they read the property press regularly, visit and think about new developments, speak to people working in the field, and don't hang around – start early!



The background of the top half of the page is a large, aged, and torn piece of parchment or old paper. It features a faint, historical map of the world, with continents and oceans visible. The text "Our search begins ..." is overlaid in a large, blue, sans-serif font.

# Our search begins ...

Graduate Recruitment  
**2010**

At GVA Grimley we provide graduates with a great start to their career in commercial property that is challenging, rewarding... and fun!

We are a well-established leading property consultancy that provides a comprehensive range of property solutions to UK and international owners, occupiers, investors, lenders and developers. Every graduate that joins the company is provided with

their own mentor as well as full training support. Our APC pass rate stands out as one of the best in the industry.

We are adopting a more flexible approach to our graduate recruitment and we are currently accepting applications across the commercial, building surveying and planning disciplines for commencement during 2009 and 2010.

Find out more about our graduates 2010 programme, by clicking on:

[www.gvagrimley.co.uk/graduates](http://www.gvagrimley.co.uk/graduates)

or call Nina Tanner,  
Graduate Co-ordinator on:

**0121 609 8568**  
[www.gvagrimley.co.uk/graduates](http://www.gvagrimley.co.uk/graduates)



*Real value in a changing world*

## Jones Lang LaSalle

**Contact:** Pamela Duke,  
Graduate Recruitment Manager,  
[pam.duke@eu.jll.com](mailto:pam.duke@eu.jll.com) /020 3147  
1145

We are in the business to create and deliver real value for clients, shareholders and our own people in a complex and constantly changing world.

Jones Lang LaSalle is a financial and professional services firm specialising in real estate services and investment management. We have c36,200 employees in 750 cities in 60 countries.

We serve the local, regional and global real estate needs of our clients, growing our company in the process. In response to changing client expectations and market conditions, we assemble teams of experts who deliver integrated services building on market insight and foresight, sound research and relevant market knowledge. We attract, develop and reward the best and most diverse people in our industry, challenging them to develop enduring client relationships built on quality service, collaboration and trust.

### Training and development

Our dedicated Training & Development Manager will be on hand to support you from the moment you apply, through to qualification. Your bespoke training programme begins with an intensive 2-week induction; developed and run by the business to help you integrate quickly and effectively. Our APC training gives you all the technical, business and professional skills you need to build a successful career in property. For over 10 years our graduates have achieved a 90-100% first time pass rate. By joining us, you will benefit from our expert training and share in our success.

### Making a difference

We provide our employees with the opportunity to add real value to the communities in which they operate and to support a wide range of charitable organisations ensuring we can all 'make a difference'.

Over the years we have raised much needed funds for a number of charities including Crisis, Barnardo's, Whizz Kids, Cancer Research UK and most recently, Alzheimer's Society, where we raised more than £85,000 to help those in need.

In September 2009, we launched our new charity partnership with Help the Hospices by holding the first ever Jones Lang LaSalle 5k Fun Run in London's Regent's Park. More than 130 employees, clients and friends took up the challenge, raising more than £3,300 in support of more than 200 hospices across the UK that care for more than 250,000 terminally ill children and adults every year.

We encourage our employees to undertake a variety of volunteering opportunities for a wide range of organisations across the UK.

### It's not all work

At Jones Lang LaSalle it's not just about work. There are many opportunities for employees to get involved in social and sporting activities and to meet and mix with their colleagues through quiz nights, Christmas parties and celebrity talks, team building and inter-departmental challenges.

C, BS

**How to apply:** Online via  
[www.joneslanglasalle.co.uk/graduate](http://www.joneslanglasalle.co.uk/graduate)

**Deadlines:** Applications open on Tuesday 1<sup>st</sup> September 2009 and close on Tuesday 1<sup>st</sup> December 2009

### Our recruitment process

We are one of the firms who continued their graduate recruitment during the current recession. To apply you need a minimum of three A levels (grade A-C) and an expected 2.1 degree.

### What we are looking for

- Team players
- Problem solvers
- Original thinkers
- Analytical people who are naturally conceptual
- People with enquiring minds, integrity and tenacity

Relationship building and strong communication skills are integral to our success.

From our offer through to your start date we keep in touch, so when you join us you will have a real feel for our business.

### Graduate Case Study



**Will Hardyment**  
Upstream Sustainability Services,  
London

The best way to describe my time with Upstream Sustainability Services is as an education. My first lesson was to understand that sustainability has three strings to its bow: economic, environmental and social sustainability. This range of topics has meant that my placement with Upstream has been varied and interesting.

(continued on next page...)



As part of the Institutional Investors team, our aim is to help identify areas of risk, with respect to sustainability, within investors' portfolios and help them mitigate this risk either by property management or by sustainably informed investment.

My day to day work is taken up providing this advice using three particular services.

The first, my primary area of work, is "The Third Dimension" (TTD) - a service that collates information about properties and maps their exposure to sustainability risk. With approximately 3,000 properties within TTD it has given me a remarkable insight into how far advanced the industry is with regards to sustainable matters.

Linked to TTD is our second service Sustainable Property Analysis. This goes one step further than TTD and not only identifies the areas of risk or opportunity but also gives advice on how to improve the running of the property. This analysis has been incredibly valuable in gaining experience for my APC as it has provided me with many examples on how to make a property more sustainable. You would be amazed at how simple many of the measures are, such as installing lights with motion sensors and not to have heating and air conditioning on at the same time!

Finally there is Pre-Acquisition Sustainability Services (PASS). This is a new service that I have been involved in developing from

just an idea to undertaking an actual survey and reporting to a client all within three months! PASS gives each property a score indicating how sustainable the property is. This enables the purchaser or investor to make a more informed decision when choosing between multiple properties.

I have really enjoyed my team with Upstream. The team is incredibly friendly and encourages junior members to give presentations and put forward their own ideas, which has given me invaluable experience prior to the APC in not only sustainability but also answering questions under pressure!

# Real *value* in a changing world

When markets are uncertain, it's important to see the bigger picture. At Jones Lang LaSalle we do just that.

We continue to recruit the very best graduates to ensure that whatever the market conditions, our clients achieve real value for their real estate.

Applications close on Tuesday 1 December 2009.

To discover more about graduate recruitment go to:  
[www.joneslanglasalle.co.uk/graduates](http://www.joneslanglasalle.co.uk/graduates)





## KING STURGE

### Contact:

Claire Thompson,  
Senior HR Manager  
[claire.thompson@kingsturge.com](mailto:claire.thompson@kingsturge.com)  
+44(0)20 7087 5238

C, PD, PS, RE, PM, PFI, PL, V

### How to apply: visit

[www.kingsturge.com/graduate-recruitment](http://www.kingsturge.com/graduate-recruitment)

**Deadline:** Applications close on  
31 December 2009

### King Sturge - International Property Consultants

King Sturge is one of the largest international property consultancies in Europe, with a comprehensive network of over 215 wholly owned and associate offices in 47 countries worldwide. Over 3,800 staff throughout these offices cover all property sectors and specialisms including plant and machinery, and residential.

In Europe, King Sturge operates in the major UK commercial centres and principal mainland European cities. In Asia Pacific, the firm has associations in Australia, Indonesia, Malaysia and New Zealand. In the Americas, King Sturge has business partners in North, Central and South America through King Sturge CORFAC International and ChainLinks Retail Advisors.

The firm is a leading supplier of property and related services in the commercial, office and retail and leisure sectors. The firm's expanding residential agency and consultancy services arm has an emphasis on development, new homes sales, student accommodation and investment properties including housing associations.

### Graduate Case Study

#### Claire Wooldridge



#### From London to Manchester, via Paris

Claire Wooldridge joined the King Sturge Graduate Scheme in October 2005. In the last 4 years she's had experience of several of the firm's professional teams, worked in London, Paris and Manchester and is now part of the newly launched Consultancy arm of King Sturge.

After an intensive induction week in London Claire immediately enrolled on a RICS-accredited distance learning course and started preparing for her Assessment of Professional Competence (APC) straight away. Claire is now back in Manchester where she studied but her graduate rotations included a stint in King Sturge's Paris office.

*"The fact that King Sturge has a strong international presence was a deciding factor for me. Spending 6 months in Paris was such a great experience! I have fond memories of the Vélib self-serve bicycles; they're a way great to travel around the city."*

*"As a graduate I had the opportunity to work with the investment, retail agency and valuation teams. It gave me a really good understanding of the breadth of services a top Consultancy firm has to offer. I also learned a lot about what clients look for from us."*

Claire finds that her work is always challenging: *"No two projects are the same. They require lateral thinking and take me outside my general practice background – it's a great way to develop my skills."*

And what she loves about King Sturge? *"How approachable everyone is, including the senior Partners. People are always keen to share their experience but at the same time they value initiative."*

### The Graduate Training Programme

The King Sturge Graduate Training Programme is renowned in the property industry and has enjoyed a consistently high pass rate. Graduates will get involved in a variety of projects through different disciplines as they gain competence and prepare for their final assessment. This on-the-job training is supplemented with a range of APC, Skills and Technical training to ensure that our graduates qualify as Chartered Surveyors equipped with the right skills and expertise.

[www.kingsturge.com](http://www.kingsturge.com)

# Relationships

## The insight to care

In today's property market, we know the value of personal attention. At King Sturge, we place huge importance on the ties we build with our clients, suppliers, community and the environment. Ensuring we're more than just a great company to work for, but also to work with.

Get a greater insight from [www.kingsturge.com](http://www.kingsturge.com)



**King Sturge**



## KNIGHT FRANK

**Louise Saunders**  
Graduate Recruitment Manager  
[louise.saunders@knightfrank.com](mailto:louise.saunders@knightfrank.com)  
T +44 (0)20 7861 1163

C, RE

### How to apply:

[Knightfrank.com/graduates](http://Knightfrank.com/graduates)

**Deadlines:** Applications open on Monday 5 October 2009 and close on Friday 11 December 2009

Founded in London more than a hundred years ago, Knight Frank has grown to become the world's largest privately owned global property agency and consultancy. Today we are widely regarded throughout the world as the Firm of choice for high quality commercial and residential property.

With our offices across Asia-Pacific, Australia, Africa and the Caribbean as well as our partnership with the prominent New York based Newmark Knight Frank, the partnership have a vast global network of around 6,340 professionals working out of 207 offices in 43 countries.

Operating as a Limited Liability Partnership, the Firm's 59 Proprietary Partners have run the business in such a way that has led to sustained success and a corporate culture that helps us recruit, retain and nurture the best people. We are all passionate about property and professional in everything we do.

### Our Graduate schemes

Our Graduates are the life blood of the business and we offer opportunities in both our Commercial and Residential business. We place great emphasis on recruiting the very best that each year has to offer, ensuring our graduates receive the best possible training and development in order to continue to provide exceptional service to our clients.

Alistair Elliott, Head of Commercial Division who joined as a graduate, said: "Knight Frank has always placed enormous store in its graduate training programme. The intention is twofold: firstly, to give graduates a valuable introduction to surveying, secondly, to feed the Knight Frank business with a pipeline of the very best talent.

"Our graduate programme has always been highly acclaimed. The aim is to provide all our graduates with a thorough training programme, focused upon securing a positive APC result with the parallel objective of finding how individual skills can be best aligned with the business requirements.

"Anyone joining Knight Frank has the benefit of the enormous brand value the business holds. It has served a wide range of people exceptionally well, including myself."

At Knight Frank our professional departments are dedicated to making sure all graduates receive the training required to pass their APC and therefore we endeavour to make sure they gain all the experience required to competently carry out the work of a qualified surveyor. During the two year programme Graduates complete a number of rotations within differing departments, from which they gain balanced and well-rounded training.

**David Peters, Head of Residential Valuations commented:** "The departmental and subject training is augmented by training seminars and courses for all graduates, covering areas such as negotiating skills and team building. These ensure that the graduates have an opportunity to share their experiences and continue to develop their team ethic which is so important to the culture at Knight Frank."

"We ensure our Graduates have the best possible chance of success with their APC studies by providing them with a Mentor - to guide and develop their career and a Counsellor - to oversee their progress on a six monthly

basis to ensure they are receiving all the necessary training and placements."

**Victoria McCreadie, Graduate, Residential Division said:** "Knight Frank is excellent at preparing graduates for their APC.

"The residential route offers a well structured training and support programme, including the provision of a counsellor, an offer of a daily mentor and quarterly progress reviews.

"The general willingness throughout the company to offer guidance and encouragement to ensure graduates receive the best experience is particularly important."

As well as the APC training, the graduates find the social side at Knight Frank just as fulfilling. We encourage Graduates to get involved with all events both inside and outside of the office.

**Victoria McCreadie added:** "It can be daunting starting a new career, however, so far I have found my time here to be a great way of meeting different people and making new friends in a contagious work hard, play hard environment,"

**David Peters concluded:** "Knight Frank offers huge opportunity to those graduates with an appetite for success and one of the most rewarding aspects is to see how those individuals prosper over the next ten years of their careers."





Our 2008 Graduates



**Name:** Nick Cripps  
**Company:** Knight Frank  
**Division:** Commercial  
**Location:** London  
**Title/Position:** Graduate  
**Date of Joining:** September 2008

For further information, visit  
[KnightFrank.com/Graduates](http://KnightFrank.com/Graduates)

### Case study

Prior to starting at Knight Frank in September 2008 and having been awarded a place on its bursary scheme, I attended Reading University to undergo a one year full time MSc in Real Estate and Finance.

The assessment for the bursary scheme followed the same process as the main graduate recruitment process, incorporating a holistic series of interviews assessing both the individual character of a candidate, as well as their technical and academic competencies. The assessment started with a unique first round interview held over a buffet lunch attended by existing KF Partners and the applicants. This method allowed Knight Frank to evaluate the interpersonal skills and deportment of applicants in a daunting situation, both of which are considered extremely valuable in the highly personable world of commercial property.

The final rounds saw a more traditional interview process with a series of technical and competency based interviews that included a presentation on a property related topic of my choice.

The graduate training scheme is well respected amongst its industry peers. The scheme is structured around four, six month rotations, aiding the development of the graduate's surveying competencies. Given the eclectic nature of commercial property, such a system also offers graduates the chance to taste the various departments and opportunities available in the future.

My first rotation was in Office Agency, which required an

extrovert day to day approach, developing my commercial acumen through both the interaction within the occupier market and client rapport and negotiation. My second rotation in Landlord and Tenant, allowed me to see a more technical side of property, teaching me the intricacies of leases in the rent review and lease renewal process which underpins all work involving commercial property.

Throughout my training, Knight Frank and its staff have offered significant support and direction, as the firm prides itself in achieving organic growth. A well structured APC training programme is in place, reinforced by accessible and objective guidance; a fundamental facet given the weak economic backdrop and turmoil amid the current commercial property market. This programme is topped off by a number of internal and external training courses and seminars, further aiding my professional development; an aspect promoted by Knight Frank and not seen among many of its competitors.

My time to date at Knight Frank has been exciting and rewarding. The friendly and competitive nature of the firm generates an enjoyable yet diligent atmosphere, emphasised by a number of extra curricular events such as the Surveyor Rugby 7s and the annual Residential Vs Commercial cricket match to name two.

Graduate life at Knight Frank is highly commendable, and with the firm's preference of growing organically, graduates are made to feel a valuable and respected part of the Company from their very first day.

**Contact:** Emma Jenkins, Training and Development Manager,  
[ejenkins@lsh.co.uk](mailto:ejenkins@lsh.co.uk)  
0207 198 2037

**How to apply:** Via the website -

[www.lsh.co.uk](http://www.lsh.co.uk)

**Deadlines:** Graduate opportunities will be advertised on our website

Lambert Smith Hampton (LSH) provide a full range of commercial property services and advice, from property management and investment to building consultancy and valuation. LSH's mission is to be a 'great place to work' and graduates get involved in challenging work for high-profile clients in a sociable, team orientated work environment.

We prepare our graduates thoroughly for the APC through our comprehensive nationwide training programme which is tailored to each graduate's career needs and preferences.

High quality training and support ensures that each graduate is equipped with the knowledge and skills to perform effectively and qualify as quickly as possible.

Lots of responsibility at an early stage and direct contact with a range of clients helps our graduates develop and we offer real opportunities to contribute to the business and achieve rapid career progression.



**Siobhan  
Guilfoyle**  
*Graduate  
Surveyor  
Manchester*

When I left University in 2006, having graduated with a BA (Hons) in Geography I started to research areas of property which interested me and felt that general practice seemed the most interesting and so I arranged some work experience with a private firm of Manchester based surveyors. This confirmed to me that this was the right career for me and so I began to apply for graduate positions. As I had completed a non-cognate degree I

had to enrol on a part-time Masters conversion course in Property Appraisal and Management at Sheffield Hallam University.

Lambert Smith Hampton was very generous in making a financial contribution towards payment of my University fees and allowed me to undertake my Masters whilst working towards my APC at the same time. To date I have 3 weeks until I hand in my dissertation after which time I will be able to sit my APC!

My job role varies according to the department which I am in. At present, I work in the Local Taxation and Rating department where I am responsible for inspecting and measuring properties to establish whether there is the possibility of reducing the rateable value of a property and thereby helping our clients to make savings. I am currently working on a project where I am responsible for dealing with the rating appeals for schools, libraries and car parks in Warrington, on behalf of our client Warrington Borough Council. This has been an interesting instruction to work on because I have to undertake valuations in accordance with the relevant Practice Notes and then negotiate reductions with the valuation office. I have had a good degree of success in securing reductions in the rateable values for our client which gives me a sense of achievement in what I do.

For me there isn't really a typical day! Some days I am office based and other days I am on site or in client meetings, however most days I work independently on

various instructions. At the moment my workload is mostly related to rating appeals where I liaise with clients, colleagues, agents, the Valuation Office Agency (VOA) and the Local Authority. I have also had good experience and client exposure though my rotations in valuation and retail and industrial agency.

I would say traditionally surveying was a male dominated sector however this is no longer the case. Many of my colleagues are also female and we are treated equally and given the same opportunities. There are often networking opportunities for female surveyors and property professionals which are helpful to go along to broaden your contacts, which is hugely important in this field.

I love the fact that the work is varied and no two days and two projects are ever the same. There is always the opportunity to learn something new. At LSH there is supportive environment where you receive excellent training and exposure to clients and projects. This has allowed me to quickly develop my skills which will allow me to progress in my career in surveying.

In the next 9 months I aim to graduate with a good MSc degree and then sit my APC. I consider the RICS qualification to be quite prestigious and after nearly two years of training feel that it is important to have those letters and the recognition of being a chartered surveyor. I feel like this will make all the hard work and training worth it!

Beyond this I would like to move into an area of surveying which I enjoy with LSH and further develop my expertise over time.



A black and white photograph of a person with short, light-colored hair, seen from behind, looking out over a vast ocean. The person is standing on a grassy, slightly elevated area, possibly a cliff or dune. In the distance, a small, dark island is visible on the horizon. The sky is overcast, and the water is calm.

# Take a **different view** of a career in surveying

Lambert Smith Hampton (LSH) provides the full range of commercial property services through its national network of offices in all major commercial centres in the UK and Ireland.

**Why should you join LSH's Graduate Development Programme?**

LSH's first rate, RICS approved, development programme will equip you with the technical and business skills needed for a successful property career through:

- experiences of various departments/disciplines – challenging assignments and autonomy.
- numerous training days, competency assessments and mock interviews.
- tailored support from trained counsellors and APC assessors.

Graduates are expected to make a real contribution and are given exceptional opportunities to perform at the highest level and enjoy the excellent promotion prospects and rewards that follow.

- Refer to our website [www.lsh.co.uk](http://www.lsh.co.uk) for further details about a Career in Surveying
- Contact Emma Jenkins at [ejenkins@lsh.co.uk](mailto:ejenkins@lsh.co.uk) or telephone 0207 198 2037
- Lambert Smith Hampton, United Kingdom House, 180 Oxford Street London W1D 1NN

**Lambert Smith  
Hampton**

Property Solutions

[www.lsh.co.uk](http://www.lsh.co.uk)



## NB REAL ESTATE

c

**Cathy Heneghan**

**Human Resources Manager**

Direct Line: + 44 (0)20 7544 2111

E-mail: [cheneghan@nelson-bakewell.com](mailto:cheneghan@nelson-bakewell.com)

**How to apply:** Online application via the website

Deadlines: Applications open on 1 October 2009 to 31 December 2009

NB Real Estate is a company with space on the brain. As one of the country's leading property consultancies, we constantly seek new and different ways of using space in order to add to its value. To do this requires people who are innovative, who have a lateral approach to problem-solving and who think in original ways.

Last year we handled transactions worth £1.5 billion. Our clients value the skill and enthusiasm of our people above all else. We are delighted, therefore to be placed in the Sunday Times 100 Best Companies to Work For 2009 list.

Outside the UK, NB Real Estate has global reach as partner of ONCOR International. ONCOR is owned by Realogy Corporation, the world's largest real estate franchisor. This partnership provides access to all major international markets, expertise and connections.

You may have heard of some of our clients. They include Abercrombie & Fitch, Boots, AXA REIM, Royal London, Henderson, Computer Associates, Co-operative Insurance Society, Royal Mail, Sainsbury's and The Royal Bank of Scotland. As you can imagine, clients of this calibre want a service that's anything but pedestrian.

### Which is where you come in!

NB Real Estate is looking for recruits who can think about space. Individuals with imagination, who aren't afraid of being unconventional. If you are thinking about your career trajectory, the NB Real Estate personal and career development

programme is second to none.

NB Genius embodies everything you need for a successful career at NB. Based soundly on the mission and values of the company, it's a career development programme with clear goals, milestones and rewards. It provides the guidance you need to achieve your personal and professional ambitions.

### Benefits for graduates:

NB will provide the training, support and personal guidance required to attain the APC.

**Placements** – includes two placements within a two-year period, rotated within different disciplines as appropriate.

**Counsellors** – each graduate is assigned an APC supervisor, counsellor and assistant counsellor.

**Graduate forum** – a monthly forum comprises talks and discussions from directors and experts in the field.

**Study groups** – groups established to assist with APC training, supported by graduate trainees and APC counsellors.

**Study leave** – this is allocated in the weeks leading up to assessments, to allow for essential study time.

**APC preparation** – preparation training is provided, including

mock

interviews.

**CPD** – you attend a minimum of ten Continuing Professional Development lectures per year.

**IT training** – use of cutting-edge technology at your fingertips!

### Tempted?

Why not give your career a kick start and join NB Real Estate.



# Space to grow

NB Real Estate is looking for recruits who can think about space. Individuals with imagination, who aren't afraid of being unconventional.

If you are thinking about your career trajectory, visit our website [nbrealestate.co.uk](http://nbrealestate.co.uk) and apply online before 31 December 2009.







## SAVILLS

**Contact:** Claire Dodd, Graduate Recruitment Officer  
[cdodd@savills.com](mailto:cdodd@savills.com)  
0207 877 4567

At Savills we passionately believe that our graduates will be the directors of the future, so their work is highly valued by the teams they work in. From day one, graduates are surrounded by expert professionals and experienced team members from whom they can learn and seek advice. Individuals are rewarded for their achievements and we are looking for bold graduates with entrepreneurial flair.

The diversity of Savills' services means there is the flexibility to carve out an individual and tailored career path. 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.

The case studies on our website demonstrate that our graduates are given responsibility from the start, having an impact on some of the world's most high-profile property deals and developments.

During the APC, Savills Graduates are well supported with regular progress reviews, training and by a support network of buddies, mentors and the mandatory APC Supervisor and Counsellor. Training is provided by a range of property and soft skills experts, some from Savills and some from other organisations.

Savills is a global business with more than 180 offices throughout Europe, America, Asia Pacific, Africa and the Middle East. We have over 3,000 staff in the UK, and over 15,000 worldwide, providing our graduates with excellent scope for career development and the opportunity to work internationally post qualification.

This year saw the beginning of a new project- "**Grad Swap**", where Savills graduates from London swapped places with graduates from Dublin and Amsterdam for up to four months. We plan to roll this out across the rest of our European business. On qualification there are opportunities to work across the UK and abroad, especially for those with language skills. Don't worry too much though, as we can offer language tuition to those who don't but are keen to travel.

### Graduate Case Study



**Holly Stock**  
**Planning and Development**  
**London office**

*"What does your job involve?"*

I rotate within different departments within the company getting involved in a number of disciplines including Valuation, Development, Land Agency, Consultancy and Town Planning. I am currently doing a rotation in the Planning and Regeneration Department, where I am involved in the submission of planning applications, appeals, S106 negotiations and a range of other planning matters, acting on behalf of a range clients and sites.

*"What are you working on at the moment?"*

Current projects that I am personally responsible for include

C

**How to apply:** Via the website  
[www.savills.com/graduate](http://www.savills.com/graduate)

**Deadlines:** Applications open on 1<sup>st</sup> October and close on 1<sup>st</sup> December

a highly sustainable 6 terrace residential scheme in Kensington, an application for an extensive luxury swimming pool for a Russian mansion owner in Hampstead and a horse riding school and equestrian centre in Brighton.

*"What do you enjoy most about your career at Savills?"*

I find my job challenging on a daily basis. I enjoy client contact and thinking outside the box wherever possible. Now more than ever, in the current climate, it is important to maintain strong working relationships and provide quality of service, even if this means going that extra yard to make the difference. We are rewarded within the company for our hard work and enthusiasm, just recently I won Entrepreneur of the Month in April 2009 which is a way of recognising hard work and commitment.

*"What has been the most interesting project you've worked on?"*

My career highlight to date was submitting a planning application for 6 private residential terraces which are to be the first exemplar sustainable scheme in the Royal Borough of Kensington. The Mayors Office has challenged each London borough to complete a zero carbon development by 2010 as part of its Energy Strategy of the London Plan. We aim to seize this opportunity by achieving a code level 5 (Code for Sustainable Homes) scheme with the potential of being code level 6. Given the current state of the market and the developers looking to trim costs wherever possible, achieving this is no mean feat! •





At Savills, our graduates don't learn about our high profile projects – they do them from day one. With the support of our property experts around the world, you'll make your mark on challenging deals and developments for our headline-grabbing clients.

The diverse opportunities come thick and fast – and we want you to grab them. You'll have the potential to move between sectors and departments to make your career path your own. And because we reward talent and ability, there's no limit to what you can achieve.

**If you're someone who dives in and rises to a challenge, we'd like to meet you. Make your mark at [savills.com/graduate](http://savills.com/graduate)**

For the Graduate Scheme to start in September 2010 please apply online between 1st October and 1st December 2009.

For a place on our Summer Scheme 2010 please apply online between 1st February and 30th April.



## **CAREERS IN PROPERTY 2010**

**This publication has been produced through the collaboration of recruitment and training experts from real estate firms across the industry**