

BROWN & CO

YOUR FUTURE

Opportunities for Graduate, Placement
and Internship roles in 2025

RESIDENTIAL | COMMERCIAL | AGRICULTURAL | DEVELOPMENT | INTERNATIONAL

BROWN & CO



WELCOME TO BROWN&CO

PLANNING YOUR FUTURE

Brown&Co is a Limited Liability Partnership with 36 Partners and over 250 employees working across ten offices in England and three international offices in Poland, St Lucia and Romania.

We are a leading provider of agency, professional and consultancy services across the whole range of rural, commercial and residential property, as well as agricultural business consultancy and the environment.

The Firm has a real commitment to build strong, proactive and long-term relationships with both corporate and private clients, for whom we always strive to deliver the very best results and total customer satisfaction.

Each year we actively recruit entrants to our rural surveying, commercial, architecture, planning, agricultural business consultancy and residential departments. All graduates are enrolled in a structured 2 year training programme. For trainee surveyors, the Firm offers a structured training programme to enable graduates to complete any relevant chartered or professional qualifications including the APC.

THINK YOU'VE GOT WHAT IT TAKES?

Brown&Co are always on the lookout for talented and motivated individuals with the desire to excel. We want to recruit interesting and enthusiastic graduates, placement students and interns who possess the energy and passion to succeed. We aim to nurture the growth and development of our staff.





STAFF BENEFITS

We have an excellent benefits package.



FINANCES

- Enhanced employer Pension contributions
- Life assurance
- Recommend a friend scheme
- Discretionary staff bonus
- Enhanced Family Leave (Including Maternity and Paternity)



HEALTH & WELLBEING

- Employee Assistance Programme
- Eye care tests and vouchers towards glasses
- Suite of wellbeing provisions
- Annual flu jabs
- Mental health first aiders



SOCIAL RESPONSIBILITY

- Cycle to work scheme
- Donation to charities via salary sacrifice
- Events to raise money for our chosen charity
- Electric vehicle company car policy



FOR FUN

- Generous annual leave allowance
- Holiday buy back scheme
- Discount on shopping
- Long service awards



STAFF EVENTS

- Annual graduate day out
- Staff summer party
- Office Christmas parties
- Sailing trip
- Cricket matches
- Netball tournaments
- Sponsored rugby matches
- Office social events
- Divisional trips

ARCHITECTURE & PLANNING

The division is a Chartered RIBA Architecture, MRTPI Planning and Urban Design practice. The teams of multi-disciplinary staff combine experience and innovation to plan, design and deliver creative solutions to our clients projects.

We work across a wide range of sectors with the principle work being delivered in residential, employment and education sectors but, we also complete projects such as barn conversions, listed building renovations and a host of specialist strategic planning and master planning projects. Our division is growing, with a broad project portfolio, working from offices in Lincoln, Norwich and St Neots. Graduates will gain experience in all the necessary competencies outlined by the RIBA and MRTPI.

Areas of practice include:

- New build and bespoke residential
- Renovation and conversion
- Listed and historic buildings
- Commercial, Educational, Agricultural, Mixed Use
- Planning applications and appeals
- Master-planning and strategic urban design
- Community consultations
- Agricultural diversification



**Alex Scully BSc (Hons)
Town Planner, Professional
Architecture & Planning
Lincoln office**

I joined the Brown&Co Architecture and Planning Team (Lincoln Office) in August 2022 having graduated from Nottingham Trent University with a BSc (Hons) in Property Development & Planning.

I have gained a wide range of experience, including undertaking planning appraisals and site promotions, whilst also developing, submitting and managing a wide variety of planning applications. This hands-on, practical experience has been invaluable in terms of my development as a planning professional.

After a short period shadowing and supporting the experienced professionals within my team, I became responsible for my own caseload and client-facing work. This required me to swiftly develop my client management skills and planning acumen, improving my professional competence and confidence.

Since joining the Graduate programme, I have been assigned a mentor from outside my team who, alongside providing general counsel, is guiding me through my professional qualifications and chartership.

Brown&Co also provides a wide variety of fun, social and team-building events that provide great opportunities to meet new people and develop your professional network.

Brown&Co is an expanding and evolving firm with a culture that has made me feel like a valued employee from day one.



**Kelsey Fordham BA (Hons)
Architectural Assistant, Graduate
Architecture & Planning
Norwich office**

I joined the Brown&Co Architecture and Planning team in August 2023 having recently graduated from Norwich University of the Arts with a BA (Hons) in Architecture.

My role as a graduate at Brown&Co has provided me with a wide variety of experience and the opportunity to work on a range of projects from barn conversions to educational projects and large scale masterplans. During my time on these projects, I experienced various stages of work from the planning application to the technical detailing. This process has given me opportunities to improve my strengths alongside seeing where my weaknesses are.

From my first day in the office, I was challenged with projects where I could test myself with the support of the Architecture and Planning team, I have now started to build-up my own caseload with communications cross-divisionally and across the Brown&Co offices. This has allowed me to develop my communication skills along with professional confidence and develop my use of professional language.

I am currently in the process of filling out my Professional Experience Development Record for the Royal Institute of British Architects to allow me to return to university to complete my Part II. The whole team has been very supportive throughout this process and hands on, giving me advice and guidance.

The office at Brown&Co includes a variety of disciplines which has given me the opportunity to meet other professionals and develop my professional network. The Firm has provided great opportunities and social events like graduate training days, and the annual conference.

COMMERCIAL PROPERTY

Our Commercial division deals with all types of commercial property from shops, offices and industrial units to investment properties and development land. Brown&Co has strong commercial teams in Banbury, King's Lynn, Lincoln, Norwich, Retford and St Neots.

Some graduates have had the opportunity to move across from the Land Agency division to the Commercial division after completing their APC.

Graduates will gain experience in all the necessary competencies outlined by the RICS. The main areas of work include:

- Agency - buying and selling
- Management
- Landlord and Tenant
- Valuation
- Rent reviews
- New developments and planning
- Expert witness
- Rating





Alex Brown
Commercial Surveyor, Graduate Commercial
King's Lynn office

I joined Brown&Co in August 2023 after completing a 5-year degree apprenticeship with the University College of Estate Management (UCEM). I'm now finishing my APC with Brown&Co and hope to become a Chartered Surveyor soon.

I found that commercial property was almost an unknown when at school and sixth form, it wasn't a sector spoken about, which is a shame as the scope and variety of work in the industry is huge, it plays such a vital role in the wider real estate market and the economy.

Brown&Co have an excellent graduate scheme which brings graduates across the Firm together for in person training regularly throughout the year, it is a great way to meet others in different sectors and to develop your professional skills. There is a mix of internal and external training which is extremely useful.

My role at Brown&Co involves providing valuation, agency, professional (rent review and lease renewal) and property management advice to a wide range of clients, this could vary from a major bank or pension fund to a private local investor or charity. I cover the industrial, office, retail and residential development sectors in my area.

I've found that Brown&Co trust and support you, encouraging you to use your initiative in your day-to-day work and when challenges arise there is always an experienced colleague there to help you out.



Katie Bates BSc (Hons) MA MRICS
Commercial Surveyor, Associate Commercial
Norwich office

I joined the Norwich Commercial team as a Graduate Surveyor in September 2019, following the completion of my Masters degree in Real Estate Planning and Development at the University of Sheffield.

From the offset I had full support towards the APC, with regular graduate training sessions together with APC-specific meetings which helped me qualify as a Chartered Surveyor in 2022.

Work within the Commercial department is extremely varied. The division covers the industrial, retail, office and residential development sectors which has afforded me the opportunity to work on a wide variety of projects. My day-to-day role now includes agency work such as sales and lettings, property valuations, property management and professional work, such as lease renewals and rent reviews.

LAND AGENCY SERVICES

Land Agency is a fundamental activity of Brown&Co, with eight offices having a Land Agency department, many of which currently work with graduates and placement students within their team. For graduates a wide range of APC competencies are covered. Brown&Co has a policy to thoroughly support and fund candidates through the APC process. Once membership to the RICS has been achieved, we encourage all graduates to become full members of the CAAV.

Areas covered by our rural surveying experts include;

- Agency - buying and selling
- Valuation
- Estate Management
- Agricultural law
- Farm machinery and property auctions
- Compensation and compulsory purchase
- Easements, wayleaves and leases
- Reuse of surplus assets and redevelopment





Jamie Redden BSc (Hons)
Land Agent, Graduate
Land Agency
Bury St Edmunds office

I joined Brown&Co in September 2023 as a Graduate Land Agent, in the Bury St. Edmunds Office, after graduating from the Royal Agricultural University with a BSc (Hons) degree in Rural Land Management. Brown&Co appealed to me due to the varied offering of professional services within the agricultural sector and the in-house graduate training.

As a graduate Land Agent, I have been given the opportunity to be involved and assist with a wide range of professional work including valuations, farm agency and planning work, throughout Suffolk and Essex. I also undertake access and rights work on behalf of national infrastructure companies covering East Anglia and the Southeast. Assisting many of my experienced professional colleagues, has allowed me to expand my skill set and given me the knowledge and experience I need to successfully build my own client relationships in the future.

I am now working towards becoming a Member of the Royal Institution of Chartered Surveyors and a Fellow of the Central Association of Agricultural Valuers, which I look to transition into my career as a Rural Surveyor.

Brown&Co is an ever-expanding Firm and an excellent place to develop your career as a Land Agent in the ever-changing agricultural sector. My colleagues have assisted and trusted me, which has given me the confidence to take on a variety of work. In addition to the work, we host and take part in many different networking and sporting events, which are great for connecting with a wide range of people. It is a fun and exciting company to work for and I am looking forward to seeing where my future within Brown&Co will take me.



Anita Riggall BSc (Hons) MRICS FAAV
Land Agent, Divisional Partner
Land Agency
Humber office

I joined Brown&Co in 2016 following four years at Harper Adams University and graduating with a BSc (Hons) in Rural Enterprise and Estate Management. Originally from rural Lincolnshire, I had always been aware of Brown&Co, but it wasn't until post-university and when I started looking for graduate employment that I realised the big national firms were not for me and I would be much better suited to a firm where I would be a name rather than a number, and that is exactly what I got with Brown&Co.

Having started my employment in the Brigg office, I was immersed in all varieties of work from day one, including; agency, stocktaking valuations, preparing rent review notices, producing compensation claims and setting up machinery auctions. I was supported endlessly by colleagues both in the Brigg office and elsewhere within Brown&Co with APC and CAAV examination preparation. This included assistance with experience, extensive reviews of my submission, internal revision tutorials and mock interviews. After months of hard work, I was fortunate enough to pass both qualifications first time in Autumn 2017. I could not have passed my exams without the support received from Brown&Co colleagues.

I am now a Divisional Partner within the Humber office where I am lucky enough to work alongside a great group of people who are more like friends than colleagues. I know it may sound like a cliché but every day really is different when you work at Brown&Co.

AGRICULTURAL BUSINESS CONSULTANCY

Brown&Co Agricultural Business Consultancy (ABC) division is extremely valuable to the professional services provided to our clients. Changing times requires a dynamic approach to business management. We pride ourselves on being at the forefront of harnessing new technology, assessing options and maximising the potential of our client's assets.

The ABC division continues to grow, with established offices in locations such as Banbury, Bury St Edmunds, Humber, King's Lynn, Leicester, Lincoln, Norwich, St Neots, and Central Europe. This expansion not only enhances our service capabilities but also provides exciting opportunities for some of our graduates to engage in international projects, further enriching their professional experience and contributing to our global reach.

The ABC division has a forward-thinking and enterprising approach to our client's needs and complements the other services the Firm provides. Areas of practice include:

- Farm and business management
- Budgeting and cash flows
- Labour and machinery planning
- Grant funding
- Diversification
- Environmental scheme advice
- Renewable energy projects





William Sly MEng (Hons)
Agricultural Business Consultant, Professional
Agricultural Business Consultancy
St Neots office

In August 2022, I joined Brown&Co after completing my MEng in Mechanical Engineering from the University of Sheffield in 2020. I was particularly drawn to Brown&Co's graduate scheme because it provided practical experience right from the outset. This opportunity allowed me to engage in project work early on, such helping to build Brown&Co's Future Farming Resilience Fund program, meeting with clients and addressing challenges in the dynamic farming landscape.

Throughout the program, I have collaborated closely with Divisional Partners and Associates, benefiting from their expertise and gaining confidence in my ability to deliver professional services to our clients. This hands-on approach has been crucial in helping me develop a comprehensive skill set.

Since completing the graduate program in April 2024, I have enjoyed working closely with clients and becoming involved in new initiatives such as Carbon Footprints and Sustainable Farming Incentive (SFI). The support and trust from my colleagues have been essential to my growth, enabling me to tackle a variety of client-focused tasks with confidence.

ENVIRONMENTAL CONSULTANCY

The Environmental Consultancy department has specialists across the Firm who work closely with the Agricultural Business Consultancy teams as well as Land Agency and the Architectural & Planning team. The majority of our work comes from the design, implementation and management of agri-environmental schemes, previously ELS/HLS and now Countryside Stewardship Schemes. We expect our graduates to have excellent attention to detail and an affinity for technical knowledge.

Graduates will gain experience in:

- Stewardship scheme management and applications
- Environmental impact assessments
- Woodland creation grants and woodland management plans
- Shooting and game conservation advice
- Estate mapping and GIS training
- Mock scheme inspections, with quantitative and qualitative assessments





**Abby Maynard BSc (Hons) AIEMA
Agricultural Environmental Consultant, Divisional Partner
Agricultural Business Consultancy
Norwich office**

I joined Brown&Co after graduating from the University of East Anglia in 2015 with a degree in Environmental Science where I specialised in Soil Science Hydrology and Ecology.

Throughout my time at Brown&Co I have attained expert knowledge in the following topics, Environmental Land Management schemes including Countryside stewardship and SFI, Nutrient Neutrality, England Woodland Creation Offer and Biodiversity Net Gain Assessments. I have progressed from Graduate level to Divisional Partner, managing the Environmental team.

FOR OUR GRADUATES

As a Firm, we have a clearly defined career structure where dedication and personal achievement is recognised and rewarded. Those with the appropriate skills and ambition have plenty of opportunities to progress quickly up the career ladder.

From the start of your employment, we offer a competitive salary and a supportive training environment, which includes paid time off for studying and exams. We currently have a number of graduates across our offices all of whom work alongside a Partner and senior staff to gain valuable experience in all aspects of their chosen field.

From the beginning of your journey as a Graduate you will be assigned a mentor to not only support you with your professional qualifications but also to offer you guidance and advice on topics and challenges you may face in your new role. Your mentor will be a more senior member of staff who has followed a similar pathway to the one you are embarking on. Mentors may be based in a different office allowing you the opportunity to visit one of our other offices and build professional relationships across the Firm.

Depending on your discipline, at the end of your successful 1 or 2 year period, we aim to reward all graduates for their achievement with a promotion and a salary review.

For all graduates looking for a successful and long term career, the path is laid out from the start. Over 25% of our current Partnership joined the Firm as a graduate or a placement student.

Our graduate training and development programme offers the best possible start to your career progression within the Firm.



PROFESSIONAL QUALIFICATIONS

We currently have a number of graduates preparing to sit their Assessment of Professional Competence (APC) and Central Association of Agricultural Valuers (CAAV) exams.

The Firm offers a structured training programme to enable graduates to complete their chartered surveying qualifications (APC). This includes iSurv subscription access, internal training away days (several of which take place on site farm visits).

We provide this full support throughout the training process by arranging update meetings, presentation training and mock interviews with past examiners. With a number of candidates passing the exams each year, a natural training support mechanism has been created. We cover all training costs, attendance to RICS and CAAV training seminars, RICS Matrix and External events are encouraged.



GRADUATE TRAINING AND DEVELOPMENT PROGRAMME

Brown&Co aims to recruit and retain the best employees, we provide training and development opportunities to maximise your performance and to enable you to develop a long-term career with the Firm.

We have developed a bespoke two-year Training and Development programme designed for graduates.

Your first year on the training and development programme will include a mixture of internal and external training days. The subjects you will focus on core business skills such as communication and interpersonal skills, networking and commercial awareness, our in-house systems and presentation training all of which combine to provide you with a foundation for your career development within Brown&Co

The aim of your second year as a graduate at Brown&Co is to put all the previous year's learnings in to practice and to focus on the professional qualifications you have been working towards throughout your employment. The Firm will continue to offer the same support in the form of mentors and internal revision sessions organised by your specific division and paid study leave.

PLACEMENT STUDENTS & INTERNS

We have welcomed 12-month placement/sandwich students to our Firm for many years, as we understand the importance of the additional experience gained during this time enables you to determine which area of the profession you would like to focus on after your degree.

Students have the option of working for up to 12 months in one office with one team, or can request ahead of their placement to experience different office locations and even different departments, as an excellent way of gaining experience across the breadth of our services.

Our paid internships are run through the summer months, with students able to work from 4 to 12 weeks, either in one office or a few offices.

All interns will be assigned a mentor and they will have the opportunity to work with all levels of staff within their chosen discipline.







GRADUATE TO PARTNER



George Watchorn BSc (Hons) MRICS FAAV
Partner
Land Agency
St. Neots office

I started at Brown&Co as a Graduate Land Agent in 2014 having graduated from the Royal Agricultural University with a first-class degree in BSc (Hons) Rural Land Management.

Brown&Co provided a proactive and structured training programme across the first two years of my employment allowing me to gain valuable experience across a variety of professional work types. This enabled me to successfully achieve Membership to the Royal Institution of Chartered Surveyors and become a Fellow of the Central Association of Agricultural Valuers.

Having obtained my professional qualifications, I have been able to build a successful client base which primarily focuses on work types such as the sale and purchase of agricultural property, farm machinery auctions, estate management and landlord and tenant matters across the Midlands and home counties.

In April 2023 I had the privilege of being invited to join the Brown&Co Partnership to help grow the business as we look to the future. I am involved and continue to support and assist with our Graduate Training and Development programme.

PLACEMENT TO PARTNER



Ed Plumb MRICS FAAV
Partner
Land Agency
Norwich office

I started at Brown&Co as a Placement student in 2008, and returned in 2010 after graduating from Harper Adams University with a first class honours degree. I joined the Land Agency team in Norwich on the Graduate Scheme. I gained valuable experience across a variety of professional work including farm and estate management, compulsory purchase, landlord and tenant, valuation, agency, and rural planning whilst being fully supported throughout my APC.

I also trained for my CAAV exams and once qualified spent nine years as an examiner for the eastern region.

Training and development opportunities at Brown&Co continue post qualification. For example, I completed the Advanced Professional Award in Expert Witness Evidence (LETAPAEWE) enabling me to prepare Expert Witness reports for valuation, boundary, and planning matters.

In April 2021, I was invited into the Partnership and I look forward to promoting and continuing to support our Graduate Training and Development programme.

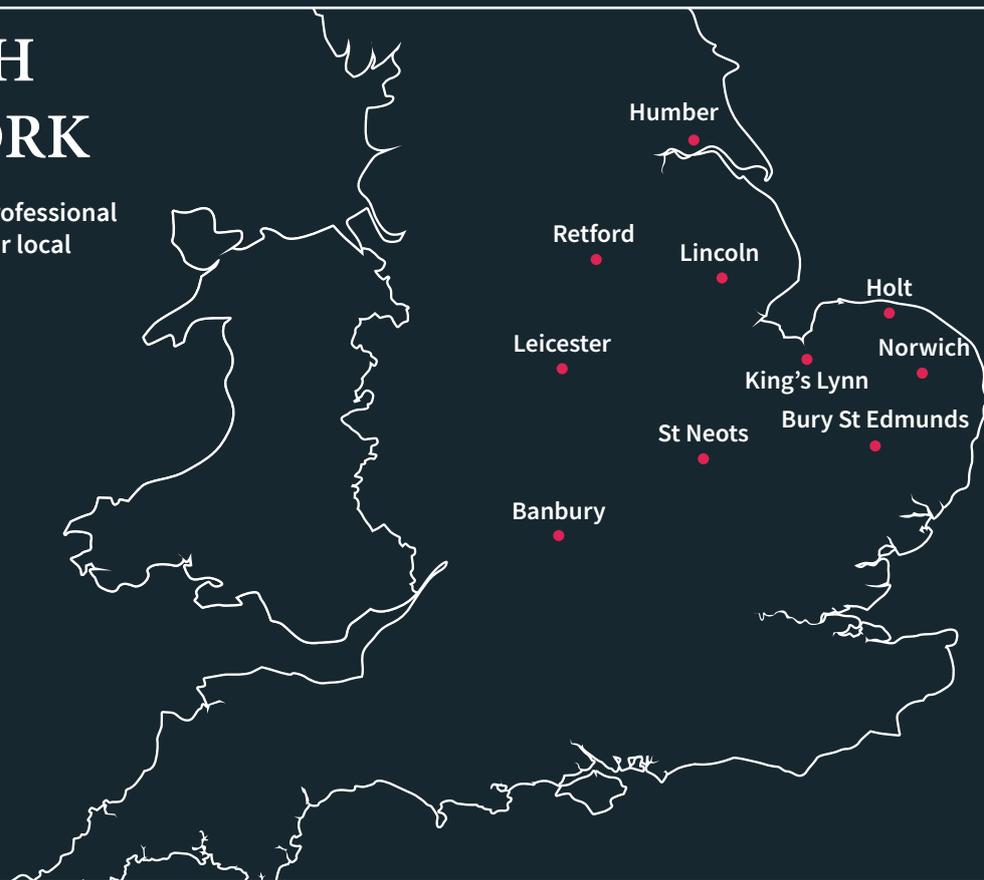
SNAPSHOT

Life at Brown&Co is all about getting stuck in and embracing our ethos of team spirit, comradery and sense of fun. We love what we do and we do what we love - inside and outside working hours. We are into sport, supporting our local communities and rural life. We work hard, play hard and acknowledge our staff as our greatest asset.



BRANCH NETWORK

For proactive and professional services contact your local experts



Norfolk:

Norwich

The Atrium, St George's Street,
Norwich NR3 1AB
E norwich@brown-co.com
T 01603 629 871

Holt

1a Market Place,
Holt NR25 6BF
E holt@brown-co.com
T 01263 711 167

King's Lynn

Market Chambers,
25-26 Tuesday Market Place,
King's Lynn PE30 1JJ
E kingslynn@brown-co.com
T 01553 770 771

Suffolk:

Bury St Edmunds

West Wing, Linden Square,
146 Kings Road, Bury St Edmunds,
Suffolk IP33 3DJ
E bury@brown-co.com
T 01284 725 715

Bedfordshire:

St Neots

The Fairways, Wyboston Lakes,
Great North Road, Wyboston,
Bedfordshire MK44 3AL
E wyboston@brown-co.com
T 01480 213 811

Leicestershire:

Leicester

5 Geoff Monk Way,
Leicester
LE4 3BU
E leicester@brown-co.com
T 0116 289 4719

Yorkshire & The Humber:

Humber

Unit 8 Melton Enterprise Park,
Redcliff Road, North Ferriby
East Yorkshire HU14 3RS
E humber@brown-co.com
T 01482 421 234

Lincolnshire:

Lincoln

5 Oakwood Road, Lincoln
Lincolnshire
LN6 3LH
E lincoln@brown-co.com
T 01522 457 800

Nottinghamshire:

Retford

29-33 Grove Street,
Retford DN22 6JP
E retford@brown-co.com
T 01777 709 112

Oxfordshire:

Banbury

Unit 6, Manor Park,
Banbury, Oxon OX16 3TB
E banbury@brown-co.com
T 01295 273 555