



YOUR FUTURE WITH BROWN&CO

GRADUATE OPPORTUNITIES

BROWN&CO

YOUR JOURNEY STARTS HERE

WELCOME TO BROWN&CO

A FIRM WITH A FUTURE

Brown&Co is a Limited Liability Partnership with 30 partners assisted by over 150 professionals from twelve offices in England and on an international scale with offices in Poland, St Lucia and Romania, making a total of fifteen.

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.

THINK YOU'VE GOT WHAT IT TAKES?

Brown&Co are always on the lookout for switched on individuals who are highly motivated and want to excel. We want to recruit interesting and bright graduates that possess the energy and passion to succeed in their field. We nurture the growth and development of all our staff to ensure a positive, exciting and prosperous future for our firm.

Each year we actively look to attract a number of graduate entrants to our rural, commercial, farm business consultancy and residential departments. For trainee surveyors the firm offers a structured training programme to enable graduates to complete any relevant chartered or professional qualifications including the APC. Brown&Co can give you the best possible start to your career, so if you think you have what it takes to succeed in our exciting and evolving industry, we want to hear from you!



OUR PEOPLE ARE OUR GREATEST ASSET

We believe that our staff are our greatest asset. We are committed to ensuring personal and professional development amongst all employees. We aim to achieve an integrated firm using a variety of methods including; divisional update meetings, whole firm and office socials, external seminars, inter-office sports events and charitable fund raising events. Brown&Co business areas and number of staff as below.

30 | AGRI-BUSINESS CONSULTANTS

27 | COMMERCIAL SERVICES

44 | LAND AGENCY SERVICES

26 | RESIDENTIAL SERVICES

16 | ARCHITECTURE + PLANNING

10 | MARKETING + ACCOUNTS

25 | TRAINEES + APPRENTICES

74 | SUPPORT STAFF

153 | PROFESSIONAL STAFF

227 | STAFF (ALL AREAS)



BROWN&CO BRANCH NETWORK

At Brown&Co we pride ourselves on being tuned in to both the needs of our clients and the ability to provide solutions for them across a hugely diverse business with varied disciplines. We believe it is the combined knowledge, expertise and pure energy from our committed staff across all our offices, that has ensured healthy growth since our establishment in 1993. It is this passion combined with our commitment to our next generation of employees that will ensure we continue to develop and expand our firm now and in the future.

WHAT BROWN&CO HAVE TO OFFER

Dependent on professional level and role undertaken, Brown&Co will support you with the following benefit package



FINANCES

- Recommend a friend
- Mileage Allowance
- AF Affinity membership
- Company Car / Car Allowance
- Travel Insurance (inc. Winter Sports)



HEALTH + WELLBEING

- Eye Care Tests / Spectacle Vouchers
- Private Medical Insurance
- Flu Jab



YOUR FUTURE

- Life Assurance
- Pension Contributions



SOCIAL RESPONSIBILITY

- Cycle to Work Scheme
- Donation to Charities via gift aid (from salary)
- Charitable work / donations



FOR FUN

- TechSave
- EdenRed Work / Life Solution
- High Street Shopping discounts
- Holiday Buy Back Scheme



STAFF EVENTS

- Staff Summer Party
- Office Christmas Parties
- Sailing trip - Hardwick Trophy event
- Cricket matches
- Netball tournaments
- Sponsored rugby matches
- Office social events

RESIDENTIAL PROPERTY

The Brown&Co Residential division combines the highest standards of integrity with expert local knowledge to produce the best results for our clients, whilst providing a personal residential service that is second to none. We deal with the full range of residential services including sales, lettings, auctions and professional valuation work. We manage property throughout Central and Eastern England. We have representation in all our offices of which five are sales offices.

We have successfully dealt with a number of highly prestigious sales in the region and our team is committed to securing similar sales in the future. We are members of the London Office in St James Place, providing central representation and active marketing for our clients.

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

- Agency - buying and selling
- ARLA (Association of Residential Letting Agents)
- Lettings and management
- Property auctions
- Mortgage valuations
- Building surveys
- Planning and design



Jack Major
Residential
King's Lynn Office

"Having previously worked at Brown&Co on a part time basis in between university summers, I became a full time member of the Residential Team in September 2017, taking on a role in the Lettings Department. Having studied for 3 years at the University of Chester, graduating in 2016, I was then offered a chance to become part of the graduate scheme with Brown&Co, which I gladly took knowing their good reputation for developing the careers of young professionals in the firm."

"Since becoming a full-time member of the team I have been given the responsibility of running the lettings department out of the King's Lynn office whilst a colleague is on maternity leave. I was extremely pleased to be shown such trust and faith in my ability to manage such a task straight away and have been very well guided by working closely with the Senior Associate in the Residential Department. My knowledge and understanding of the housing market both in sales and lettings has grown considerably and I thrive off the fact that each day is different to the next. I enjoy that I have been given the chance to learn about all aspects of estate agency especially with aspirations to move away from lettings and into the sales game, which was supported by Brown&Co as there are many opportunities with the Firm to grow and develop my skills."

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, Grantham, King's Lynn, Norwich and Retford.

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 & planning
- Expert witness
- Rating



Anna Smith
Commercial
Norwich Office

"I joined Brown&Co after completing the first year of a Masters degree in Surveying (MSc) at The College of Estate Management. It was important for me to find a firm that offered practical experience in relevant areas of practice that coincided with my course modules. I was offered a role as a Graduate Commercial Surveyor in the Norwich office in 2015."

"Upon joining the firm I was allocated an APC councillor and supervisor who supported me throughout the MSc and APC process. I was invited to attend regular meetings to examine my progress in my chosen areas of practice. This ensured I gained enough experience to complete my MSc and APC successfully. The variety of work that I have had access to at a graduate level is unusual and this diversity has enabled me to pursue a career in the areas that I find most interesting. Brown&Co offer the opportunity to build a career that plays to your strengths and the firm actively supports and encourages progression through the firm."

"My work at Brown&Co and the support from the professionals in my team has ensured my knowledge of the industry and profession have greatly improved. I look forward to many more years here."

ARCHITECTURE+PLANNING

The Brown & Co Architecture + Planning division is a multi-disciplinary team of chartered Architects and Planning professionals, who combine experience and innovation to design and deliver commercial and creative solutions. We predominantly work in private residential, commercial and education sectors but also complete projects such as barn conversions, listed building renovations and extension, new build commercial projects and a host of specialist planning and master planning projects.

Our A+P division is a growing team with a broad project portfolio working from offices in Norwich, Huntingdon, St. Neots and Banbury. Graduates will gain experience in all the necessary competencies outlined by the RIBA.

Our wide range of experience extends into projects of all dimensions. 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
- Community consultations
- Agricultural diversification

LAND AGENCY SERVICES

Land Agency is a fundamental activity of Brown&Co, with ten of our twelve UK offices having a Land Agency department, many of which currently work with graduates 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. In recent years we have also taken 'sandwich students' from Harper Adams University in our Norwich, Bury St Edmunds, Brigg and Melton offices. A wide range of areas are covered in our Land Agency offices, including;

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

As well as general practice, specialties within the firm include; forestry, sporting, minerals, taxation, law and horticulture.



Nick Cassidy
Architecture+Planning
Huntingdon Office

"I joined the Huntingdon Brown&Co architecture and planning team in September 2017 after graduating from Norwich University of the Arts with a part I (BA Hons) in Architecture. Brown&Co have good connections to the university with their Norwich branch just being on the doorstep. Joining the new Brown&Co architecture and planning team in Huntingdon has given me the opportunity to work for a dynamic company that is expanding and developing continuously whilst enabling me to assist on a whole range of different projects such as master planning, new dwellings, office conversions and barn conversions.

Since joining I have gained increased knowledge in a range of architecture and planning processes which allows me to add to my skills, see where my strengths are and where I need to improve. I am grateful to work in a great team of skilled professionals who I can learn from and who are constantly on hand to give me advice to further my knowledge so I can develop in the industry. The office I work in is approachable, friendly and consists of a lot of different disciplines which is interesting.

Being part of the firm has also allowed me to partake in a range of firm wide events, graduate training days, CPD's and also allowed me to meet other professionals. I am currently in the process of filling out my Professional Experience Development Records for the Royal Institute of British Architects so I can return to university to do my part II and part III in Architecture. The firm has been very supportive of me and has made sure I get all the relevant experience necessary".



George Watchorn
Land Agency
Melton Mowbray Office

"I was bought up on a mixed farm in Leicestershire and then went to study at the Royal Agricultural University and graduated in July 2014 with a degree in BSc (Hons) Rural Land Management. Having undertaken work experience with Brown&Co during 2013, I was offered a graduate position with the firm and joined shortly after finishing university.

I am involved in a wide variety of professional work including landlord and tenant matters, farm machinery auctions, estate management, planning and general agricultural advice. The wide range of professional work is a real attribute, it provides an opportunity to improve your own skills whilst working alongside other departments. This creates a great team ethos and was primarily one of the main reasons why I was so attracted to working for Brown&Co.

Brown&Co were entirely supportive towards ensuring I was gaining experience in the right areas for both my APC and CAAV examinations. I am now a fully qualified and RICS Registered Valuer.

AGRICULTURAL BUSINESS CONSULTANCY

Brown&Co's Agricultural Business Consultancy (ABC) division is key to the unique services provided to our clients. Changing times require a dynamic approach to business management and we can highlight areas for improvement, which are often difficult to identify from within the business.

The ABC division is growing, with offices in Banbury, Brigg, Bury St Edmunds, Grantham, Huntingdon, King's Lynn, Norwich, Melton Mowbray and Spalding. Some of our trainees have also had the opportunity to work overseas with one of our partners.

The ABC division has a forward-thinking and enterprising approach to our clients' 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
- Contract farming and joint ventures
- Grant funding
- Diversification
- Environmental issues
- Renewable energy projects



Charlie Fowler
Agri- Business Consultancy
King's Lynn Office

" I joined Brown&Co in October 2017 after studying BSc (Hons) Agriculture with Farm Business Management at Harper Adams University. During my final year of study I focused on seeking employment within the Agri-Business sector. I was successfully offered a job within Brown&Co's graduate scheme which I was more than happy to accept based on the emphasis the firm put on training and career progression.

Since starting with Brown&Co I have had a superb opportunity to work within a small team under an experienced partner and associate. Every day is different and the variety of work I have been involved with since starting has made it an enjoyable experience. I have been fortunate enough to travel overseas with Brown&Co in my first 9 months, working in both Kazakhstan and the Ukraine. My knowledge and understanding of agricultural subsidies, contract farming agreements and business appraisals has greatly improved during my time here, I look forward to continuing my graduate training and future career with Brown&Co for many more years to come."

ENVIRONMENTAL CONSULTANCY

The environmental consultancy division is a versatile sub-division within Brown & Co. We have specialists in Bury, Norwich and Grantham, with the opportunity for staff to join in other offices. We work closely with the Land Agency Services and Agricultural Business Consultancy as well as the Architecture and 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 the current countryside stewardship scheme as well as:

- 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



Lottie Hill
Environmental Consultancy
Norwich Office

" I started at Brown&Co in February 2017 after graduating from the University of East Anglia with a BSc (Hons) degree in Environmental Science. As part of my degree I spent a year working within the Natural environment team at a Local Government Authority in Norfolk. This experience helped to give me a good understanding of the county's natural environment, landscape, legislation and the species that live there.

Working within a team of specialists means my training for my role has been very comprehensive and I have felt supported throughout, this really helped my workplace confidence to develop quickly.

I wanted to work for Brown&Co because they are at the forefront of reacting to changes within the agricultural and planning sectors. The changes in environmental policy and agri-environmental schemes keep me on my toes and I'm really excited to see my career progress with Brown&Co over the next couple of years."

CAREER OPPORTUNITIES

Our graduate training programme ensures that candidates are offered the best possible start to their careers within the firm. We currently have a number of trainees across our offices - these trainees work alongside a Partner to gain valuable experience in all aspects of their chosen field. This prepares them fully for their final assessment.

TRAINING

We currently have a number of trainees preparing to sit their Assessment of Professional Competence (APC) and Central Association of Agricultural Valuers (CAAV) exams. We provide full support for our employees 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.



Sarah Baker
Land Agency
Melton Mowbray Office

"I joined Brown&Co in 2016 as a Land Agent after graduating from Harper Adams University with a BSc (Hons) degree in Rural Enterprise and Land Management.

I worked on a private Estate for my placement year but Brown&Co appealed to me because the firm offer such a wide range of professional services. This also helped with my training as I was able to gain experience in a variety of work from auctioneering to estate management to valuations. This meant that within 18 months of joining the firm I had passed my RICS APC and CAAV exams with the support of many members of the Brown&Co team. I had never considered professional auctioneering before but I really enjoy it and now it is a skill I have the opportunity to work on.

We have regular firm-wide social and training events and I believe this preserves the Brown&Co ethos. This sets the firm apart because it is big enough to have a strong presence in the industry and support your professional aspirations whilst still having a culture of embracing new people and new ideas".



James Appleby
Architecture + Planning
Norwich Office

"I joined Brown&Co Architecture and Planning team in June 2017 after graduating from Norwich University of the Arts with a BA (Hons) in Architecture. Joining Brown&Co has offered me the chance to work for a dynamic company, which is expanding and growing whilst allowing me to assist on a wide range of projects, including; master planning, barn conversions and commercial projects.

Since joining, I have gained invaluable knowledge in all aspects of Architecture and Planning processes, allowing me to utilise my strengths and pinpoint where I can improve. I am fortunate to work with knowledgeable and skilled professionals that have offered support and advice whenever I have needed it.

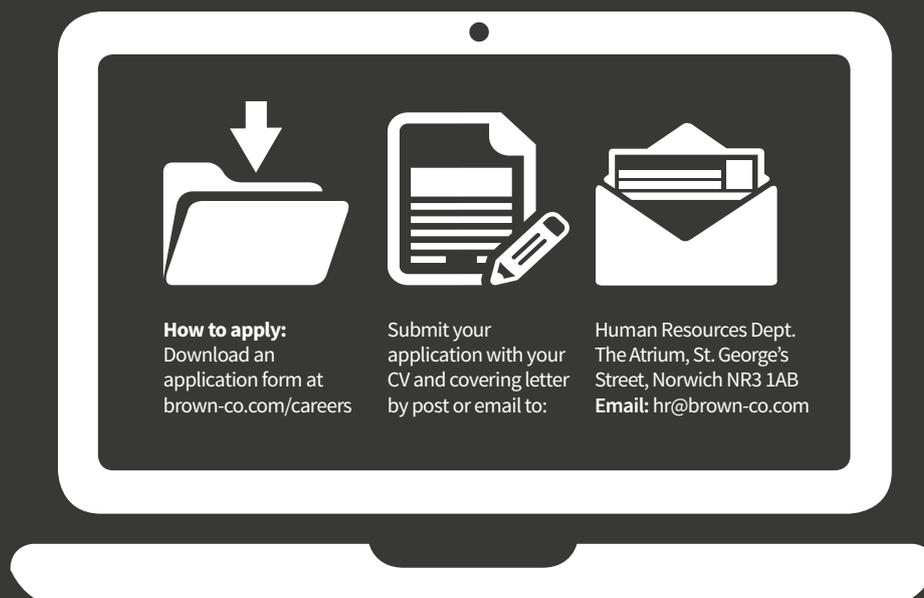
The office is approachable and sociable with a broad range of disciplines. The firm provides the opportunity to get involved in a range of firm-wide events and graduate training days. I am currently in the process of completing my Professional Experience Development Records for the Royal Institute of British Architects which Brown&Co have been fully supportive with".

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.



YOUR JOURNEY STARTS HERE
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