



YOUR FUTURE WITH BROWN&CO

Graduate opportunities in Agricultural Business Consultancy, Land Agency,
Architecture & Planning and Residential & Commercial Property

BROWN & CO



WELCOME TO BROWN&CO

A FIRM WITH A FUTURE

Brown&Co is a Limited Liability Partnership with 34 partners assisted by over 160 professionals from eleven 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.

THINK YOU'VE GOT WHAT IT TAKES?

Brown&Co are always looking for switched on individuals who are highly motivated and want to excel. We want to recruit graduates who 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, agricultural business consultancy and residential departments. All graduates receive 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. 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.

34 | AGRI-BUSINESS CONSULTANTS

34 | COMMERCIAL SERVICES

43 | LAND AGENCY SERVICES

23 | RESIDENTIAL SERVICES

20 | ARCHITECTURE + PLANNING

21 | MARKETING / ACCOUNTS / HR

18 | TRAINEES/ APPRENTICES/ GRADUATES

77 | SUPPORT STAFF

150 | PROFESSIONAL STAFF

245 | 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
- Anglia Farmer affinity membership
- Company car / car allowance
- Travel insurance (inc. winter sports)



HEALTH + WELLBEING

- Eye care tests / spectacle vouchers
- Private medical insurance
- Flu jab
- Free fruit in all our offices



YOUR FUTURE

- Life assurance
- Pension contributions
- 4% employer pension contribution



SOCIAL RESPONSIBILITY

- Cycle to work scheme
- Donation to charities via gift aid (from salary)
- Charitable work / donations



FOR FUN

- 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
- Long service awards

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
Professional
Residential
Holt Office

Jack joined Brown&Co as a graduate in 2017, in 2019, he became a professional.

“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 appreciate that I have been given the chance to learn about all aspects of estate agency. I have aspirations to move away from lettings and into sales, which is 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, Retford and Wyboston.

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
Associate
Commercial
Norwich Office

Anna joined Brown&Co as a graduate in 2015, and has worked her way up to become an associate in 2019.

“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 Banbury, Norwich and Wyboston. 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 have 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 placement students in a number of our 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.



Emma Griffiths
Professional
Architecture + Planning
Norwich Office

"I joined the Brown&Co Planning and Architecture team in April 2019 having completed my Masters in Town Planning at Anglia Ruskin University. Joining Brown&Co has offered me the opportunity to work in an office with a range of disciplines under one roof, for a company which is expanding and evolving in line with changing practices and ideals.

Working as part of the rapidly growing Planning and Architecture team has offered me the opportunity to work on a wide range of projects from largescale housing to an outdoor music venue, and the chance to contribute to the progression of the department going forward. Most importantly it has allowed me to work alongside, and garner knowledge from, highly skilled and knowledgeable colleagues who are happy to provide support and advice whenever required. These together are invaluable as I work towards becoming a Chartered member of the Royal Town Planning Institute.

The whole office works as a team, with all members happy to help should you need it. There is also the chance to take part in a range of social activities, firm wide events and graduate training days."



Philippa Dalby
Professional
Land Agency
Grantham Office

"Originally from Yorkshire I studied at the Royal Agricultural University and graduated in July 2017 with a degree in BSc (Hons) Rural Land Management. Brown&Co initially appealed to me because of the Firm's great reputation within the industry and wide offering of professional services.

As a graduate Land Agent I have been involved in a wide variety of professional work including valuation, compulsory purchase, agency and general agricultural advice. The variety of work ensures that every day is different and has made my time at Brown&Co thoroughly enjoyable.

I have recently passed my RICS and CAAV qualifications and Brown & Co have been extremely supportive throughout this process to ensure that I gain experience across all areas of work. My knowledge and understanding of rural matters has greatly increased and I look forward to continuing my career with the Firm's graduate training programme in place, promoting personal development and further networking within the industry."

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, King's Lynn, Norwich, Melton Mowbray, Lincoln and St Neots. Some of our graduates have also had the opportunity to work overseas. 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
Graduate
Agri-Business Consultancy
Poland 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 senior associate in the King's Lynn Office focussing on various areas of agricultural consultancy. During my first 12 months I was fortunate enough to travel overseas with Brown&Co, working in both Kazakhstan and the Ukraine. In May 2019 I moved to the Torun office in Poland as a new addition to the firms International Team assisting a partner in various areas of consultancy work, including large scale due diligence projects across a number of European countries. This has provided an exciting opportunity as well as a steep learning curve, I am very much looking forward to continuing my career with Brown&Co and further developing my experience of agricultural investments in Central Eastern Europe and further afield."

ENVIRONMENTAL CONSULTANCY

The environmental consultancy division is a versatile sub-division within Brown & Co. We have specialists in Bury, Norwich and Lincoln, 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
Professional
Environmental Consultancy
Norwich Office

Lottie joined Brown&Co as a graduate in 2017, in 2019, she became a professional.

"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.

GRADUATE TRAINING SCHEME

Brown&Co aims to recruit and retain the best employees and provide the necessary training and development opportunities to maximize their performance and develop a long-term career with the firm.

To provide the highest possible standards of service to our clients, we are committed to investment in these areas and provide a wide range of technical and skills based courses to our employees.

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

We offer competitive salaries for graduates and a supportive training environment, which includes paid time off for studying and exams.

For all graduates, we have a mentoring scheme in place and for those not completing their APC, we offer a structure training route incorporating division specific and core business training through a mixture of internal and external training days.

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.

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

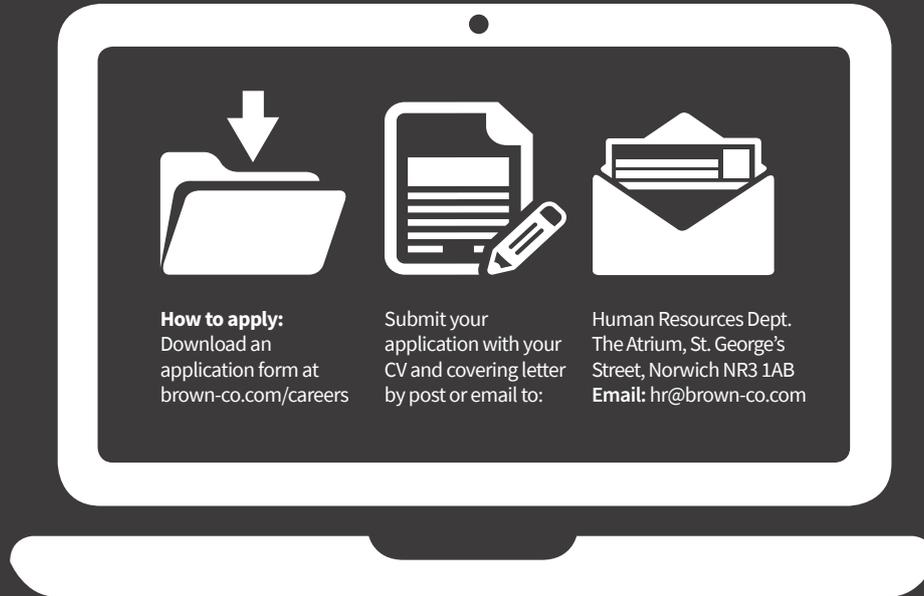
SNAPSHOT

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.

Photo taken Summer 2019



YOUR JOURNEY STARTS HERE
BROWN-CO.COM/CAREERS



Bedfordshire:

St Neots

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

Leicestershire:

Melton Mowbray

The Old Bakery, 4 Norman Way,
Melton Mowbray LE13 1JE
E melton@brown-co.com
T 01664 502 120

Yorkshire & The Humber:

Brigg

6 Market Place,
Brigg, North Lincs DN20 8HA
E brigg@brown-co.com
T 01652 654 833

Lincolnshire:

Lincoln

5 Oakwood Road,
Lincoln LN6 3LH
E lincoln@brown-co.com
New office opening January 2021

Nottinghamshire:

Retford

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

Norfolk:

Cromer

15A Church St, Cromer,
Norfolk NR27 9ES
E comer@brown-co.com
T 01263 511 506

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

Norwich

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

Suffolk:

Bury St Edmunds

Angel Corner, 8 Angel Hill,
Bury St Edmunds IP33 1UZ
E bury@brown-co.com
T 01284 725 715

Oxfordshire:

Banbury

Castle Link, 33 North Bar Street,
Banbury OX16 0TH
E banbury@brown-co.com
T 01295 273 555

International Offices:

Poland (Torun) Office

Brown & Co Sp.z o.o.
ul. Bydgoska 1
87-100 Torun, Poland
T 004 856 621 1062

Caribbean Office

American Drywall Building,
Vide Boutielle, Castries,
St Lucia, West Indies
PO Box CP 5919
T 001 758 451 6151

Romania Office

Strada Gheorgha
Tecuci
Jud Galati, 805300
T 07787 126700

BROWN & CO