

SEEKING A DIFFERENT KIND OF GRADUATE





ABOUT US

At Bidwells we like to think we are a bit different from other property consultants; we don't claim to do everything for everyone. But we do offer our clients unparalleled knowledge and access to the markets we serve – and these are some of the most interesting markets with the highest growth potential in the UK.

Much of our work is focused on the science & technology and education sectors. We also manage thousands of square miles of the UK's countryside and coastline where we are helping clients to take advantage of opportunities in the high-performing areas of forestry, renewables and agriculture.

Our growth is driven by employees, not acquisitions. That's why we want our people to enjoy their work, take pride in their achievements and receive plenty of support and encouragement to reach their full potential.

Having ingrained values enable us to steer a steady course through a changing world and provide a consistent, high quality service to clients. Everyone at Bidwells plays an important part in keeping our values alive by integrating them into our day-to-day lives.

Our values are

- Integrity
- Excellence
- Teamwork
- Energy
- Fun

BIDWELLS WELL INFORMED

WHAT OUR GRADUATES DO

Planning

Bidwells' award winning planning team is amongst the largest in the UK. Graduates work alongside experienced staff on exciting and challenging projects from major mixed-use, residential and commercial schemes, to proposals for research, education and development campuses, to horse-racing facilities. No job is the same.

Alongside its core planning service, the division has specialists in heritage, environmental impact assessment, urban design, landscape architecture, and socio-economics & Wellbeing.

Building Consultancy

From new buildings to ancient sites, our building consultancy team navigates the moving parts of a project to protect, enhance and preserve our clients' property assets. From showroom fit-outs to TV studio refurbishments, our graduate building surveyors and project managers are exposed to a range of technical work throughout the construction process.

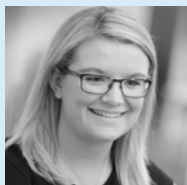
Rural

Bidwells is a market-leader in providing rural professional services. We act for a range of clients on different projects from individual farmers to large landowners, such as Crown Estate Scotland, through to institutions, local authorities and major infrastructure projects. Our rural graduates are part of a multi-disciplinary team offering agency, agribusiness, estate management, rural diversification and planning, and more.

Commercial

Our commercial agency teams focus on the 'Golden Triangle' of Oxford, Cambridge and London – three cities responsible for nearly half of all the real estate activity in the UK and which form a world-leading hub of bioscience and research.

We serve a host of clients, from developers to landlords and tenants, operating in a wide range of sectors, from research and development to leisure. We help investors and developers to acquire, fund and sell property investment assets, whether it's businesses looking for industrial, retail or office space.



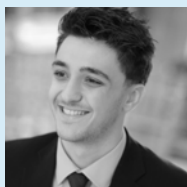
No two days are the same. I will be working on a large scale strategic project at a desk one day, then the next day I can be out on site or working on a small scale development from a comfy chair in our agile office space. The variety on offer here at Bidwells has definitely made my time here interesting and exciting.

Harriet Wooler, Planner, Cambridge



I work with some great team members and clients at Bidwells, who make me feel that the work I do is appreciated and valued. Working in our Cambridge HQ allows me to work and collaborate across different teams and with other graduates. I am really enjoying my time here, it's great to be part of a growing company.

James Simpson, Graduate Surveyor, Fund Management, Cambridge



Bidwells supports all graduates throughout their APC and provides a structured Graduate Programme, CPD seminars / forums and experience in a range of services. Networking through social and sporting events is actively encouraged, giving graduates the opportunity to connect and build up relationships with colleagues in informal environments.

Rowan Haines, Graduate Building Surveyor, Cambridge



At Bidwells your colleagues will invest a lot of their time into your learning and development making you feel valued as part of the team from day one. Already in my first 12 months at Bidwells I have been involved with a range of different projects ranging from assisting with onshore wind option agreements to being involved managing a large Highland Estate. The range of different work means there is never a dull day.

Kirsty Wilson, Graduate Rural Surveyor, Inverness



I feel lucky to be a part of the Private Estates Team at Bidwells. As a graduate you will be given the support and time to develop as a professional and progress through the APC process with the RICS and the CAAV. My favourite aspects being the diverse range of work I am involved with and being able to work agilely which for me put Bidwells ahead of the rest.

Harry Howard-Jones, Graduate Rural Surveyor, Oxford



WHY BIDWELLS?

We have a network of 10 offices across England and Scotland, working together with a culture of 'one firm'.

- We won the Pure Award for Employer of the Year at the Cambridge News and Media Business Excellence Awards 2017
- Bidwells manages over £5.2 billion in property assets, with some really exciting projects to get involved in
- Established in 1839, Bidwells has retained many of its original clients, including some of the best-known colleges in Oxford and Cambridge who are among the biggest landowners in the UK
- 92% of our employees would recommend Bidwells as an employer
- We currently advise on over 10 million sq ft of science related real estate – more than any other firm
- Our top 20 clients have been with us for an average of 15 years
- On average, employees stay with the company for eight years
- We're passionate about reducing our carbon footprint and protecting the environment
- We are a modern and progressive business that provides excellent working environments and is leading the way in Agile Working across all our regional office locations



£5.2_{bn}

Value of managed property



450+

People working for Bidwells



180+

Years in operation



10

Offices



OUR GRADUATES

We see our graduates as future leaders and partners in the business. You'll be given every opportunity to demonstrate your potential and develop the skills and knowledge that a senior level career demands.

A two-year graduate scheme at Bidwells is a great way to achieve chartered status while learning from experienced colleagues with a wealth of on-the-job experience.

Our graduates are exposed to real projects right from the beginning and are an integral part of our success.

95%
**FIRST TIME
PASS RATE**



BIDWELLS' GRADUATE DEVELOPMENT PROGRAMME

On your journey to achieving a qualification, whether this is RICS, RTPI or any other property related accreditation – we can support you. With a 95% first time pass rate – we don't just meet the requirements of the APC, we far exceed them.

Part 1

You will develop beyond your technical expertise, building a strong foundation for your career in the property sector.

Working with colleagues from multiple different disciplines and locations, you will focus on personal effectiveness and impact, commercial and financial awareness and client delivery skills.

Having fun along the way is not forgotten, we host a range of team and network-building activities, which have included horse-racing in Perth and shuffle-board in East London!

Part 2

Our attention will turn to APC preparation, offering parallel programmes for both RICS and RTPI including seminars, practice interviews, development planning and individual coaching designed and led by experienced in-house APC assessors.

You will also have line management support, mentorship and team support to ensure you are confident and ready.



RTPI
Learning Partner



RICS



OUR BENEFITS

Great people deserve great rewards, not least the chance to share in our overall success.

We offer a competitive package, and the chance to benefit from the success of the business. Our extensive benefits package features pension, private healthcare, life insurance, discretionary clothing allowance and discretionary bonus. There is generous holiday leave, health and wellbeing benefits, including a cycle to work scheme and 'Perks at Work', which includes discounts on shopping and leisure activities.

We expect our people to enjoy working hard but also actively encourage them to enjoy their time outside work too. Social events include nights out, a running club, cricket, rowing, rounders, hockey, our summer party and team events. One of our most popular events is the Bidwells Golden Triangle Bike Ride which last year raised over £46,500 for Maggie's and saw over 300 riders taking part.





BIDWELLS' GRADUATE SCHEME RECRUITMENT PROCESS

Our deadline for applications is in November. You can apply via our website **bidwells.co.uk/graduates** where you can find out specific dates and submit your CV. You will also be asked to answer a few questions.

- Once the deadline has passed, your application will be personally reviewed by a member of the Bidwells' resourcing team who will shortlist based on the quality of your CV, your qualifications, your work experience and your responses to the questions
- Those who are successful will be invited to take part in a video interview which can be completed in your own time. You will be asked three questions relating to your motivations, commercial acumen and behaviours
- The resourcing team and line managers will work together to decide on a shortlist of candidates who we feel give the strongest responses, who will then be invited to an assessment day. The assessment days will take place in January

Our graduate opportunities

Please visit our website for further details on vacancies, including where these opportunities will be based

bidwells.co.uk/graduates

Bidwells

recruitment@bidwells.co.uk

bidwells.co.uk/graduates

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