

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 and renewables.

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, 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.



Bidwells is a firm where as graduates or apprentices you are not treated as a number or just a cog in the wheel but as a valued member of the team and gives you the opportunity to make valuable contributions to the firm and progress your career.

Jack Lewsley, Surveyor, Fund Management



I'm trusted to have ownership and responsibility over a diverse range of client projects, as well as my own career development. I'm regularly given opportunities to grow and develop as a professional, whilst experiencing a range of work in a fun and supportive team.

Samuel Nobbs, Graduate Rural Surveyor, Cambridge



Undertaking my apprenticeship at Bidwells has been invaluable to my career progression. Working towards the required qualifications, I have also gained full-time work experience, with a support base that has made me feel valued and appreciated within the team.

Phoebe Heath, Assistant Planner, Norwich



Bidwells has a recognised presence within fast growing industry sectors such as science and technology and a long standing reputation with the Cambridge/ Oxford colleges, which add to their appeal. They encourage continual personal development through education, training and vast resources.

Louis Gent, 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



WHY BIDWELLS?

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

- 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



£5.2bn

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, 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. Over the last year we have had to adapt to online socialising, including our firm wide quiz during lockdown, cheese and wine tasting and cocktail making events.

Other social events have now been set up in full swing. As well as hosting Team events, we have reintroduced a running club, cricket, rugby, hockey, netball and rowing.

We have also set up an emerging professionals networking group for apprentices, new starters and graduates to socialise and get to know each other outside of work.

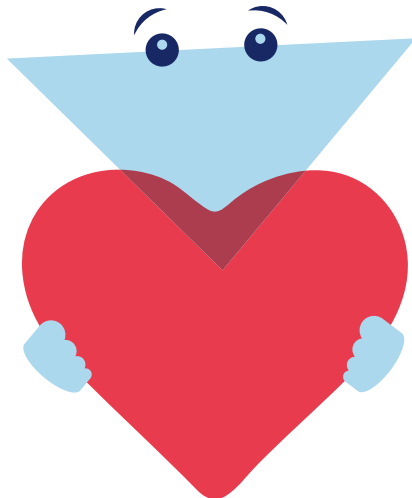
COMPANY CULTURE

BWell

We're committed to providing a healthy working environment – both physical and mental. We launched BWell to provide holistic support for our employees.

Belong at Bidwells

We believe the most creative and productive businesses employ a diverse range of people. We launched Belong at Bidwells to create a truly inclusive culture of belonging, where everyone can thrive and succeed as their true and authentic selves at every level.





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**](https://bidwells.co.uk/graduates)

Bidwells

recruitment@bidwells.co.uk

bidwells.co.uk/graduates

[#NextStopBidwells](https://twitter.com/NextStopBidwells)

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