



BIDWELLS

BE PART OF BETTER

# Seeking a different kind of graduate

**We're a major player in the property sector, but we're not like the big corporates. And we don't want to be. Bidwells is a privately-owned, independent partnership with an inclusive, entrepreneurial culture and a one-family feel.**

**At Bidwells, you won't feel like a small cog in a large wheel – we support our people in any way we can to push themselves forward and really make a difference.**

**BE PART OF BETTER**











**Where will your  
career in real  
estate take you?**







# What is Real Estate?

Real estate encompasses land and any permanent buildings, such as houses or commercial property.

At Bidwells, we work with developers and landowners to deliver exceptional schemes where people want to live, work and play.

This could be offices, laboratories, shops, homes, barns, industrial sheds, or wind farms, to name a few.

We consider space beyond buildings. A human experience, with a sustainable approach, is at the heart of our work.















## Who we are

We're a leading property consultancy, at the forefront of two of the most dynamic real estate markets in the UK: the Oxford-Cambridge Arc and the emerging field of Natural Capital.

Our 450+ strong team manages over £5.2bn in property assets for national and international investors, and serves as a gateway to these highly attractive markets for corporations and investors across North America, Middle East, Asia Pacific and Europe.

We are firmly rooted in the Oxford-Cambridge Arc - a high-growth region of global significance that adds over £110bn to the economy each year and is expected to add £370bn by 2050.

We manage, or advise on, over 1 million acres of the English and Scottish countryside and coastline and are the leading consultancy in the high-growth forestry, renewables and sustainable investment sectors. These are markets that will define the future as we tackle the climate challenge through nature-based solutions to offset and sequester carbon and deliver environmental net gain.

### Our locations

- + Cambridge
- + Fort William
- + Inverness
- + London
- + Milton Keynes
- + Norwich
- + Oxford
- + Perth

### Our core markets

- + Development
- + Investment
- + Science & Technology
- + Oxford & Cambridge Colleges
- + Land & Estates and
- + Sustainability

# 450+

People working at Bidwells

# 180+

Years in operation

# 82P

in every pound goes  
back to our people



A photograph of three people—two men and one woman—standing in a grassy field. In the background, several large wind turbines are visible against a cloudy sky. A dark blue diagonal graphic element is on the left side of the image.

# 3,734<sub>MW</sub>

Onshore wind projects we've  
advised on.

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# 49.9<sub>MW</sub>

Solar projects in progress

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# 19,845<sub>MW</sub>

The combined capacity of the  
hydroelectric products we advise on.

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## Environment and sustainability

We recognise our corporate and social responsibilities, including the impact that Bidwells' operations, and those of our clients and suppliers, may have on the environment, both now and in the future. As a business we are aiming to attain net-zero emissions from our operations by 2030.

Our goal is to ensure all our colleagues understand the imperative behind our sustainability service offerings and the role the real estate sector plays in achieving the UN Sustainable Development Goals.

In August 2022, we launched Sustainability Services as a distinct line of business.

This introduces many new services, as well as long-standing existing services, all consolidated into three key areas:

- Natural Capital and sustainable investment
- Sustainable buildings and places
- Renewable Energy

We are pleased to have held the ISO 14001 environmental standard continuously since 2007.



# Graduate pathways at Bidwells

## Rural Land & Estates

Covering the length and breadth of the UK, from the most remote parts of northern Scotland to the South West of England, our Rural graduates work with some of the country's biggest landowners.

For generations we have managed thousands of square miles of the nation's countryside and coastline. Now, as the world tackles climate change, you could help our forestry, natural capital and sustainable investment teams to deliver nature-based solutions that will help preserve the planet for future generations.

As a Rural graduate, you could be part of a team helping clients with buying and selling land and estates; land and estate management; natural capital and sustainable investment opportunities; and adding value to land and estates through diversification.

## Building Surveying and Project Management


Our multi award-winning teams drive forward some of the most challenging major developments, refurbishments and fit-outs projects across the 'Golden Triangle' of Oxford, Cambridge and London.

With clients at more than half of all Oxbridge colleges, 29 science and technology parks, multi-million-pound film studios, and the UK's highest ranked independent schools you could be part of a building consultancy team delivering the next generation of lab space, workspace, academic space and infrastructure.

If you're interested in becoming a Project Manager, you could be navigating all the moving parts of some of the country's most complex building schemes – from planning, to finances, conservation, sustainability and legislative dynamics, all the way through to completion.


1m

The acres of UK countryside and coastline we manage



80m

The number of trees we manage or advise on



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"I've had the opportunity to work on prestigious projects from Day One, in exciting sectors such as science and technology and higher education with Oxbridge Colleges."

**James Cox**  
**Assistant Project Manager,**  
**Building Consultancy**







## Commercial

If you decide to join our Commercial division, you will be part of a team that is the market leader across the Oxford-Cambridge Arc and the UK's flourishing Science & Technology sector.

You could be based in Oxford, Milton Keynes, Cambridge, Norwich or our London hub, working with some of the largest fund and investor clients.

Bidwells is built on a history of advising the Oxbridge Colleges on their endowment real estate portfolios. The projects are varied, working across sectors such as office and labs, industrial, alternative residential, retail and leisure and major mixed-use development projects in some of the UK's most exciting markets.

## Residential and Mixed use development

We help to create major sustainable developments across the Oxford to Cambridge Arc and beyond, working with developers and landowners to deliver exceptional schemes where people want to live, work and play.

From delivering the UK's largest Passivhaus commercial scheme and largest modular housing development to creating innovation hubs that attract the world's largest tech businesses, you could help our teams to deliver pioneering projects that are fit for the future.

Be part of a team helping UK and international clients to create new communities, attract the brightest businesses and enhance natural capital.

83%

we transacted 83% of the Ox-Cam Life Science Market in 2021

£1.7bn

Investment deals completed in the past three years

£2.4bn

Our total investment activity across the OxCam Arc





**#1**

Property consultancy in the  
Oxford- Cambridge Arc

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**25**

Top 25 largest employers of  
chartered town planners

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**95%**

success rate with planning  
applications in Scotland

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## Planning

Planning is increasingly complex, requiring highly skilled property planning consultants.

Our multi award-winning team is driven by finding solutions to improve the places we live, work, and play.

You could be part of one of the largest Planning teams in the UK - and the work is extraordinarily diverse.

We've achieved an unbeatable track record across the Oxford-Cambridge Arc, becoming market leaders in Norwich and the Cambridge Norwich Tech Corridor, industry leaders in the hospitality and leisure sector, and major players in London, Essex and Scotland.

From major mixed-use schemes, to science and technology campuses, to restaurant portfolios, you could be working with developers, housebuilders, and university colleges on award-winning schemes.

And there's more to planning... learn about our in-house specialists in environmental impact assessments, socio-economic and housing research, heritage consultancy, and masterplanning.



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**"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. Over the years I've been supported in the completion of my Masters through the RTPi Town Planning Apprenticeship, and I've continued to be supported today as I progress towards RTPi Chartership."**

**Phoebe Heath, Planner**



# Our people and culture

Should you decide to join us, our fondly dubbed 'Bidwellians' will welcome you as part of the family.

We have an environment where everyone feels supported. We want our people to progress in their career and have the development opportunities to succeed.

We know work is important, but we also know your happiness and home-life is too - we're committed to providing a healthy working environment both physically and mentally.

We work hard and play hard - BEPs (Bidwells Emerging Professionals) organise bi-weekly social events. These range from punting and rugby matches through to nights out and dinner after work.

## We're good listeners

Wellbeing is about more than simply financial reward. We listen and respond to our people, of all levels and all teams, through our online feedback portal. Continuously improving how we do things makes Bidwells a great place to work.

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"Bidwells is a modern and progressive firm run by incredible people. My team in particular have trusted me to take ownership and responsibility over a diverse range of client projects, allowing me to build professional relationships and develop my career."

**Thomas Handy | Graduate Surveyor, Capital Markets**







# Our values

We want our people to enjoy their work 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.



## Integrity

We are honest and fair in our relationships with colleagues and clients.



## Responsibility

We behave ethically, always striving to reduce our impact on the planet and create an inclusive culture where everyone belongs.



## Teamwork

We actively support each other, making time to help when someone asks for it - and even when they don't.



## Fun

We enjoy what we do and thrive on working with great colleagues and impressive clients on exciting and diverse projects.



## Energy

With an entrepreneurial spirit we bring passion, enthusiasm and momentum to the work we do.



## Excellence

We deliver the highest quality professional service, backed by strong colleague and client relationships.







# Diversity, inclusion and belonging

We are committed to improving diversity and inclusion through our policies and practices that enhance the development and retention of under-represented groups. Working across the industry we are progressing the diversity of future talent while ensuring that our emphasis on equality, inclusion and belonging extends beyond our business to individuals in the communities around us.

We are committed to adding measurable social value through delivering responsible economic and employment opportunities - specifically for those who are in marginalised groups or traditionally less represented in our industry.

The Belong@Bidwells programme co-ordinates all our actions to become a diverse and inclusive employer. As an employer we have identified five key commitment areas where we will focus our actions over the coming years. We aim to have a truly inclusive culture of belonging, where everyone can thrive and succeed as their true and authentic selves at every level.





**DIVERSE  
LEADERS  
PLEDGE**



# Benefits



## Better health

- Discounted gym & health club memberships
- Annual Contribution to dental, optical and alternative therapies
- Confidential support helpline with access to free counselling
- Dental and Private medical insurance



## Better perks

- Bonus scheme
- Discount with online and instore retailers
- Travel loan
- On site showers, electric car charging, car parking, feminine care products, refreshments
- Smartphone
- Volunteering entitlement
- Electric car scheme
- Discounted technology purchasing scheme



## Better career

- Paid for on-the-job training
- Paid Professional memberships
- Your birthday off work
- CPD training
- Graduate development programme



## Better family friendly leave

- Enhanced maternity, paternity and shared parental leave
- Enhanced adoption and surrogacy leave
- Paid Fertility leave



## Better work-life balance

- Hybrid working
- Enhanced holiday allowance
- Winter shut down between Christmas and new year





# Our graduate programme

**We see our graduates as the future leaders and partners in the business.**

A two-year graduate scheme at Bidwells is a great way to achieve chartered status while learning from experienced colleagues and being exposed to real life projects from day one.

Whether you're gaining a RICS, RTPI or another property accreditation, we will support you. Our exceptional pass rates don't just meet the requirements of the APC – they exceed them.

## Part 1: Foundation Stage

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

Working with colleagues from multiple 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-boarding in East London!

## Part 2: APC Preparation

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.



# The application process



1

## Step 1: Online application

You can apply via our website **[bidwells.co.uk/work-with-us](https://bidwells.co.uk/work-with-us)** where you will be asked to fill out an application form and upload your CV.

You will also be asked a few questions. A cover letter is desirable but not essential.



2

## Step 2: Video interview

Shortlisted candidates will be asked to answer three scenario questions via video link. These will relate to your motivations, commercial acumen and behaviours.



3

## Step 3: Assessment Day

A shortlist of candidates will be decided, based on who we feel gave the strongest responses. These candidates will be invited to an assessment day.

In some cases, these candidates will be invited to an assessment day or interview.



4

## Step 4: Office visit

Successful candidates from the assessment day may be invited back to visit their preferred office and meet the wider team.



5

## Step 5: Offer

A member of our Talent team will call successful applicants to deliver their offer of employment with Bidwells.



6

## Step 6: Onboarding

You will embark on your career with Bidwells. On your first day you will join a group of other graduates on our induction day. We hope you will have a happy career with us.





#bepartofbetter  
[bidwells.co.uk/jobs](https://bidwells.co.uk/jobs)

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