



# BROWN & CO YOUR FUTURE

Graduate, Placement and Internship opportunities  
in Agricultural Business Consultancy, Land Agency/  
Rural Surveying, Architecture, Planning and  
Residential & Commercial Property

RESIDENTIAL | COMMERCIAL | AGRICULTURAL | DEVELOPMENT | INTERNATIONAL

**BROWN & CO**



# WELCOME TO BROWN&CO

## PLANNING YOUR FUTURE

Brown&Co is a Limited Liability Partnership with 36 Partners and over 250 employees working across 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.

Each year we actively recruit entrants to our rural surveying, commercial, architecture, planning, agricultural business consultancy and residential departments. All graduates are enrolled in 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!

## THINK YOU'VE GOT WHAT IT TAKES?

Brown&Co are always on the lookout for talented and motivated individuals with the desire to excel. We want to recruit interesting and enthusiastic graduates, placement students and interns who possess the energy and passion to succeed in their field. Our organisational culture aims to nurture the growth and development of all our staff to ensure a positive, exciting and prosperous future for our Firm.





## 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.





# STAFF BENEFITS

We have an excellent benefits package, dependent on level and role.



## FINANCES

- Enhanced employer Pension contributions
- Life assurance
- Recommend a friend scheme
- Company car or car allowance
- Travel insurance (inc. winter sports)



## HEALTH & WELLBEING

- Employee Assistance Programme
- Eye care tests and vouchers towards glasses
- Private medical insurance
- Annual Flu jabs
- Mental health first aiders



## SOCIAL RESPONSIBILITY

- Cycle to work scheme
- Donation to charities via salary sacrifice
- Events to raise money for our chosen charity
- Electric vehicle company car policy



## FOR FUN

- Generous annual leave allowance
- Holiday buy back scheme
- Discount on shopping



## STAFF EVENTS

- Staff summer party
- Office Christmas parties
- Sailing trip
- Cricket matches
- Netball tournaments
- Sponsored rugby matches
- Office social events
- Long service awards
- Annual graduate day out

A close-up photograph of a person wearing a light blue button-down shirt, leaning over a desk and drawing architectural plans with a black pen. The background is softly blurred, showing what appears to be a window with natural light. A semi-transparent dark grey box is overlaid on the left side of the image, containing white text.

# ARCHITECTURE & PLANNING

The division is a Chartered RIBA Architecture, MRTPI Planning and Urban Design practice. The teams of multi-disciplinary staff combine experience and innovation to plan, design and deliver creative solutions to our clients projects.

We work across a wide range of sectors with the principle work being delivered in residential, employment and education sectors but, we also complete projects such as barn conversions, listed building renovations and a host of specialist strategic planning and master planning projects. Our division is growing, with a broad project portfolio, working from offices in Lincoln, Norwich and St Neots. Graduates will gain experience in all the necessary competencies outlined by the RIBA and MRTPI.

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 and strategic urban design
- Community consultations
- Agricultural diversification





Alex Scully BSc (Hons)  
Planner, Graduate  
Architecture & Planning  
Lincoln Office

I joined the Brown&Co Architecture and Planning Team (Lincoln Office) in August 2022 having graduated from Nottingham Trent University with a BSc (Hons) in Property Development & Planning.

I have gained a wide range of experience, including undertaking planning appraisals and site promotions, whilst also developing, submitting and managing a wide variety of planning applications. This hands-on, practical experience has been invaluable in terms of my development as a planning professional.

After a short period shadowing and supporting the experienced professionals within my team, I became responsible for my own caseload and client-facing work. This required me to swiftly develop my client management skills and planning acumen, improving my professional competence and confidence.

Since joining the Graduate programme, I have been assigned a mentor from outside my team who, alongside providing general counsel, is guiding me through my professional qualifications and chartership.

Brown&Co also provides a wide variety of fun, social and team-building events that provide great opportunities to meet new people and develop your professional network.

Brown&Co is an expanding and evolving firm with a culture that has made me feel like a valued employee from day one.



# 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, King's Lynn, Lincoln, Norwich, Retford and St Neots.

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 and planning
- Expert witness
- Rating





Alexandra Clifton BSc (Hons)  
Commercial Surveyor, Graduate  
Commercial  
Lincoln Office

I started at Brown&Co in July 2019 working within the Lincoln Commercial department. During this time, I completed a BSc (Hons) in Real Estate Management via an apprenticeship programme with the University College of Estate Management. I am currently working towards my APC which I hope to sit in 2023.

My role as a Graduate Commercial Surveyor with Brown&Co has provided me with valuable hands-on experience in both property management and landlord and tenant matters. I predominantly act for landlords of Commercial property portfolios, providing advice in respect of Commercial Property Management across all sectors including retail, industrial and office.

I also advise landlord clients in all aspects of commercial property leases. No two days are the same in my role as a graduate property manager. I can be at my desk one day and investigating the condition of a roof the next!

I love the variety and responsibility of my role as well as the opportunities that Brown&Co has given me to develop my career.



Katie Bates BSc (Hons) MA MRICS  
Commercial Surveyor, Professional  
Commercial  
Norwich Office

I joined the Norwich Commercial team as a Graduate Surveyor in 2019, following the completion of my Masters Degree in Real Estate Planning and Development at the University of Sheffield.

Work within the Commercial department is extremely varied. The division covers the industrial, retail, office and Residential development sectors which has afforded me the opportunity to work on a wide variety of projects. My day-to-day role includes agency work such as sales and lettings, property valuations, professional work such as lease renewals, rent reviews and property management.

From the offset I had full support towards the APC and despite challenges such as the Covid-19 pandemic, Brown&Co remained committed to my training and professional development.



An aerial photograph showing a city with a church spire, surrounded by green fields and mountains in the background under a cloudy sky. A semi-transparent dark box is overlaid on the left side of the image.

# LAND AGENCY SERVICES

Land Agency is a fundamental activity of Brown&Co, with ten offices having a Land Agency department, many of which currently work with graduates and placement students 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.

Areas covered by our rural surveying experts include;

- 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





Nicholas Staton MRICS FAAV  
Land Agent, Professional  
Land Agency  
Bury St Edmunds Office

I joined Brown&Co as a graduate in 2019. Originally from Lancashire, I studied at Harper Adams University and graduated in 2019 in BSc (Hons) Rural Enterprise and Land Management. I wanted to join Brown&Co due to the Firm's reputation within the agricultural sector whilst maintaining a wide offering of professional services.

As a graduate Land Agent, I was involved in a wide variety of professional work from assisting with valuations, compulsory purchase, agency, tenancies and general agricultural advice. This variety ensures that each day was different and makes my time at Brown&Co thoroughly enjoyable. This variety has continued as I have progressed within the Firm, whilst allowing me to specialise in the areas I find more interesting.

I passed my RICS qualifications in Spring 2021 and my CAAV qualifications in Autumn 2021. Brown&Co were extremely supportive throughout, ensuring that I gained the relevant experience to enhance my knowledge and understanding across all areas of work. I was assigned a mentor who, alongside my APC counsellor, supported me through each process while members of other offices also assisted with mock interviews prior to me sitting the APC. The Firm are open to you gaining experience across departments, and even offices, to ensure that you gain a breadth of experience to be successful in the RICS and CAAV qualifications. Alongside this, Brown&Co run a graduate training programme to ensure that you have the relevant professional skills to help aid your personal development and networking within the industry.



Isabel Chennells BSc (Hons) MRICS FAAV  
Land Agent, Professional  
Land Agency  
Lincoln Office

I joined Brown&Co in September 2021 after graduating from Harper Adams University in BSc (Hons) Rural Enterprise and Land Management with first-class honours. I sat my APC at the earliest opportunity after gaining two years of work-based experience (one year in Herefordshire on my placement year and one year at Brown&Co). I passed and qualified as a Member of the Royal Institution of Chartered Surveyors and a Registered Valuer in October 2022. At the same time, I was working towards gaining my qualification with the Central Association of Agricultural Valuers, which after a challenging two-day exam in York I was rewarded with Fellowship of the Association in November 2022.

As a Land Agent in the Lincoln office my work now mostly covers agency, valuations, landlord and tenant matters, estate management and compulsory purchase work acting on behalf of

acquiring authorities. As a qualified Land Agent, I am trusted to take on instructions alone whilst always having the reassurance that my team are available to guide me if needed.

The training offered by Brown&Co has continued since becoming qualified, with a range of internal CPD, as well as encouragement to attend local CAAV and other conferences and seminars to build my knowledge and professional network, so that I can further my progression within the Firm in the future.

Brown&Co is an excellent place to begin and develop your career as a Land Agent, and I would recommend applying for a graduate role to anyone who has ambitions to qualify as a Chartered Surveyor but also to have an enjoyable work life whilst doing so!



# 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, Bury St Edmunds, Humber, King's Lynn, Leicester, Lincoln, Norwich 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







Rob Taylor BSc (Hons)  
Agricultural Business Consultant, Graduate  
Agricultural Business Consultancy  
Norwich Office

I joined Brown&Co in April 2022 after completing my BSc (Hons) in Agricultural Business Management at the University of Reading. Brown&Co's in-house graduate training appealed to me, the opportunity to shadow experienced professionals would enable me to widen my skill set and provide me with the knowledge to effectively construct my own client base in the future.

I am now in the second year of the graduate programme, hopefully progressing towards promotion in the near future. Working closely with Partners and Associates has enabled me to learn quickly and become more confident in providing competent and high-quality service to our clients.

During my time at Brown&Co, I have felt supported and trusted by my colleagues, which has allowed me to grow in confidence undertaking a variety of client-based work. I am excited about what the future holds for me as my career progresses at Brown&Co.



# ENVIRONMENTAL CONSULTANCY

The Environmental Consultancy division is a versatile sub-division within Brown&Co. We have specialists across the Firm with the opportunity for staff to join in other offices. We work closely with Land Agency 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





Emma Laurie MSc  
Environmental Consultant, Graduate  
Environmental Consultancy  
Norwich Office

I joined Brown&Co in January 2022 after completing my MSc in Applied Ecology and Conservation at the University of East Anglia. Prior to my role at Brown&Co I worked within the Ecology and Conservation industry but my main interest focused on agriculture and the environment. Working with experienced Environmental Consultants at Brown&Co has quickly developed my skills, knowledge, and confidence within the subject area.

I started at Brown&Co as an intern but was offered a full-time graduate position a few months into my time here.

Since working at Brown&Co I have become CIEEM qualified and am looking to gain further training to diversify my skill set. I have enjoyed the increasing responsibility I have been given by my team through leading client meetings and developing a variety of different Agri-Environment schemes across East Anglia. I am excited to see where my future within Brown&Co will take me, particularly with the ever-changing government policies.



# FOR OUR GRADUATES

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.

From the start of your employment, we offer competitive salaries and a supportive training environment, which includes paid time off for studying and exams.

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

For all graduates looking for a successful and long term career, the path is laid out from the start. Over 25% of our current Partnership started the Firm as a graduate or a placement student.

Our graduate training and development programme offers the best possible start to your career progression within the Firm.

We currently have a number of graduates across our offices all of whom work alongside a Partner and senior staff to gain valuable experience in all aspects of their chosen field.

# PROFESSIONAL QUALIFICATIONS

We currently have a number of graduates preparing to sit their Assessment of Professional Competence (APC) and Central Association of Agricultural Valuers (CAAV) exams.

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

We provide this full support 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 AND DEVELOPMENT PROGRAMME

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.

For this reason we have developed a bespoke 2-year Training and Development programme designed for graduates and trainees, offering a mixture of internal and external training days.

The subjects you will cover on the programme focus on core business skills training alongside training on our in-house systems - all of which combine to provide you with a foundation for your career development within Brown&Co.

The programme includes a mentoring scheme, where you will be allocated an experienced mentor from within your discipline. They provide year long guidance, helping plan your career progress and professional development.

Our graduates and placement students form a supportive community, meeting and regularly sharing knowledge. They also have an annual day out together, hosted and paid for by Brown&Co. In previous years this has included an activity day at Rutland Water and a scavenger hunt and punting in Cambridge.

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.



# PLACEMENT STUDENTS & INTERNS

We have welcomed 12-month placement/sandwich students to our Firm for many years, as we understand the importance of the additional experience gained during this time enables you to determine which area of the profession you would like to focus on after your degree.

Students have the option of working for up to 12 months in one office with one team, or can request ahead of their placement to experience different office locations and even different departments, as an excellent way of gaining experience across the breadth of our services.

Our paid internships are run through the summer months, with students able to work from 4 to 12 weeks, either in one office or a few offices.

All interns will be assigned a mentor and they will have the opportunity to work with all levels of staff within their chosen discipline.







Kate Pritchard  
Placement Student  
Agricultural Business Consultancy  
Leicester Office

During my placement year I have been working in Brown&Co's Leicester office, in the Agricultural Business Consultancy department.

Throughout my placement, I have predominantly worked on joint ventures, such as contract farming agreements and contract option agreements; this has included budgeting, calculating divisible surplus, generating, and renewing agreements between farmers and contractors, and attending contract farming meetings. I was also involved in Basic Payment Scheme applications, which involved managing time to achieve our targets before the deadline. I very much enjoy the variety of work that the ABC department offers.

My placement has been an excellent insight into the role of an Agricultural Business Consultant, and into the Firm. The team in the Leicester office have all been very welcoming and supportive.

The practical experience I have gained, and the skills I have developed through my placement will put me in good stead for returning to university for my final year, and for my future career.



Amelia Weatherall BSc (Hons)  
Placement Student  
Environmental Agricultural Consultant  
Norwich Office

I joined Brown&Co in July 2023 after graduating from the University of East Anglia with a BSc (Hons) in Environmental Science. I was attracted to Brown&Co's summer internship as their focus on agricultural and environmental consultancy aligned with my studies and personal interests in land and water management.

As an Environmental Agricultural Intern in the Norwich office, I have gained valuable experience working directly with the ABC team who have supported and guided me. Throughout my 3 months at Brown&Co, I have been given the opportunity to help develop a national woodland creation project which has been incredibly insightful and exciting. I have also been able to explore the changing dynamics of agri-environmental policy and work alongside specialists in the field to support landowners and managers.

My internship at Brown&Co has been my first experience at a degree-based job and I immediately felt welcomed by the team. There has been a range of social, sporting, and networking events made available to me which has boosted my workplace confidence. I am excited to take the lessons I have learnt from my internship and apply them in my future career in a sector I have only just started to explore.







# PLACEMENT TO PARTNER



Peter Cox BSc (Hons)  
Partner  
Agricultural Business Consultancy  
Bury St Edmunds Office

I began my career with Brown&Co in 2012 as a graduate having graduated from the University of Nottingham with a BSc (Hons) in Agriculture. Originally from Dorset, having grown up on a mixed-farming family farm, I was attracted to Brown&Co's Agri-Business Consultancy team, who are one of the country's leading advisers in this field.

I spent my first few years shadowing and supporting my colleagues and building on my practical farming experience with the budgeting and appraisal mindsets of my fellow team members. I was soon able to build my own client portfolio and provide advice to agricultural businesses with the support of my peers when necessary. I continue working with some of these clients to this day, which is a relationship I have built by providing dedicated advice to their businesses for over 10 years. My workload mostly includes the management of Contract Farming Agreements, budgeting and cash flow reporting and all associated advice in connection with Government based schemes to support rural businesses.

As of 1st April 2023, I have had the privilege of being invited to join the Partnership of Brown&Co to help grow the business and influence the future direction of the Firm. I continue to head up the Graduate Training Programme for the Agri-Business Consultancy department across all offices and look forward to assisting with the training for all future graduates of our business.



Ed Plumb MRICS FAAV  
Partner  
Land Agency  
Norwich Office

I started at Brown&Co as a Placement student in 2008, and returned in 2010 after graduating from Harper Adams University with a first class honours degree. I joined the Land Agency team in Norwich on the Graduate Scheme. I gained valuable experience across a variety of professional work including farm and estate management, compulsory purchase, landlord and tenant, valuation, agency, and rural planning whilst being fully supported throughout my APC.

I also trained for my CAAV exams and once qualified spent nine years as an examiner for the eastern region.

Training and development opportunities at Brown&Co continue post qualification. For example, I completed the Advanced Professional Award in Expert Witness Evidence (LETAPAEWE) enabling me to prepare Expert Witness reports for valuation, boundary, and planning matters.

In April 2021, I was invited into the Partnership and I look forward to promoting and continuing to support our Graduate Training and Development programme.

# 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.





# BRANCH NETWORK

For proactive and professional  
services contact your local  
experts



## Norfolk:

### Norwich

The Atrium, St George's Street,  
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E [norwich@brown-co.com](mailto:norwich@brown-co.com)  
T 01603 629 871

### Holt

1a Market Place,  
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T 01263 711 167

### King's Lynn

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25-26 Tuesday Market Place,  
King's Lynn PE30 1JJ  
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## Suffolk:

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## Bedfordshire:

### St Neots

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## Leicestershire:

### Leicester

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## Yorkshire & The Humber:

### Humber

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## Lincolnshire:

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