



BROWN & CO

YOUR FUTURE

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

RESIDENTIAL | COMMERCIAL | AGRICULTURAL | DEVELOPMENT | INTERNATIONAL
Property and Business Consultants | brown-co.com

BROWN & CO

WELCOME TO BROWN & CO

A FIRM WITH A FUTURE

Brown&Co is a Limited Liability Partnership with 32 partners assisted by over 180 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 on the lookout for switched on individuals who are highly motivated and want to excel. We want to recruit interesting and bright graduates and students on their placement year 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 and placement entrants to our rural, commercial, architecture, planning, 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 is made up of:

32 PARTNERS

27 GRADUATES / PLACEMENT STUDENTS

52 AGRI-BUSINESS / ENVIRONMENTAL

25 ARCHITECTURE & PLANNING

70 BUSINESS SUPPORT

40 COMMERCIAL SERVICES

70 LAND AGENCY SERVICES

33 MARKETING / ACCOUNTS / HR / IT / OPERATIONS

38 RESIDENTIAL SERVICES



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.



STAFF BENEFITS

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



FINANCES

- Enhanced employer Pension contributions
- Life assurance
- Recommend a friend
- Mileage allowance
- Anglia Farmer affinity membership
- Company car / car allowance
- Travel insurance (inc. winter sports)



HEALTH & WELLBEING

- Employee Assistance Programme
- Eye care tests / spectacle vouchers
- Private medical insurance
- Annual Flu jabs
- Mental health first aiders



SOCIAL RESPONSIBILITY

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



FOR FUN

- Generous annual leave allowance
- 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
- Annual graduate day out

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

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 & planning
- Expert witness
- Rating



Emma Griffiths MSc MRTPI
Senior Associate
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 expanding Planning and Architecture team has offered me the opportunity to work on a wide range of projects from large-scale housing to a dog swimming pool, 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 informed colleagues who are happy to provide support and advice whenever required. This has been invaluable as I obtained my professional qualifications and became 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."



Alexandra Clifton
Graduate
Commercial
Lincoln Office

"I started Brown & Co in July 2019 working within the Lincoln Commercial department. During my employment, I have completed a BSc (Hons) in Real Estate Management via an apprenticeship programme with 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, together with advising landlord clients of 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 have given me to develop within my career".

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 BSc (Hons) MRICS FAAV
Professional
Land Agency
Bury Office

“I joined Brown&Co as a graduate in 2019 and became a Professional in 2021 after I passed the RICS Assessment of Professional Competence.

Originally from Lancashire, I studied at Harper Adams University and graduated in July 2019 with a degree in BSc (Hons) Rural Enterprise and Land Management. Brown&Co initially interested me due to the Firm’s reputation within the agricultural sector while 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, compensation and compulsory purchase, agency, tenancy advice and general agricultural advice. This variety ensured that each day was different and has made my time at Brown&Co thoroughly enjoyable. This variety has continued in my Professional career, while 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 each process ensuring that I gained the relevant experience to enhance my knowledge and understanding across all areas of work. I was assigned a recently qualified mentor who, alongside my APC councillor, supported me through each process while members of other offices also assisted through carrying out 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 the relevant breadth of experience to be successful in the RICS and CAAV qualifications. Alongside the professional qualifications Brown&Co run a graduate training programme to ensure that you have the relevant professional skills to help aide your personal development and networking within the industry”.



Isabel Chennells BSc (Hons)
Graduate
Land Agency
Lincoln Office

“I joined Brown&Co in September 2021 after graduating from Harper Adams University with a BSc (Hons) in Rural Enterprise and Land Management. As a Graduate Land Agent in the Lincoln office my work mostly covers agency, auctions, valuations, landlord and tenant matters, compulsory purchase and compensation work acting on behalf of acquiring authorities and claimants. I am also encouraged to interact with other departments to obtain further experience required for professional examinations.

I enjoy the responsibility I have been given and being given projects to work on mostly on my own, with input from colleagues where necessary. I have been involved in the sale of five former estate terraced cottages from working on the initial preparation of marketing materials, dealing with enquiries, taking viewings, reporting offers to our client and overseeing the legal conveyancing process. Involvement with the whole process has allowed me to learn the sale process and have a better practical understanding.

The structured Graduate Training Programme encourages progression through the firm and also covers areas also assessed by the APC. I am working towards sitting my APC and CAAV examinations this Autumn and have been overwhelmed with the support offered by colleagues in my office and from across the firm in providing mock interviews and other exam related advice.

I have been able to get involved in a range of work since starting and also the opportunity to network in and across the offices at a range of social events. I felt a part of the team straight away and would encourage anyone to apply to join Brown&Co in a Graduate role.”

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

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 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





Rob Taylor BSc Hons
Graduate
Agri-Business Consultancy
Norwich Office

"I joined Brown&Co in April 2022 after completing my BSc (Hons) Agricultural Business Management at the University of Reading. After graduating in 2021, my focus was on employment within the agricultural sector, specifically Agricultural Business Consultancy (ABC). Brown&Co's in-house training for their graduates made the position appealing to me, shadowing experienced professionals would enable me to widen my skill set and be as competent as possible when constructing my own client base in the future. I was offered a role in early February as an Agricultural Business Consultant Graduate at the Norwich office, which I was happy to accept.

During my first few months with the firm, I felt supported and trusted by both the ABC team and the wider office which has given me confidence while undertaking my work. I am continuing to develop my skills through a variety of client-based work, including Basic Payment Scheme applications, Contract Farming Agreements, and Future Farm Resilience Fund applications to name a few.

Being a member of the ABC Brown&Co team will provide me with the opportunity to complete my BIAC qualification in the future, which will test my knowledge and consultancy skills. I very much look forward to developing my skill set and seeing my career progress within the next few years."



Lottie Hill BSc Hons
Senior Associate
Environmental Consultancy
Norwich Office

Lottie joined Brown&Co as a graduate in 2017.

"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."

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 and DeLever Diary subscription access, internal training away days (several of which take place through 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 aimed at 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, such as soft skills, 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 runs a mentoring scheme and provides an annual fun day out. Last year, despite heavy downpours, the chosen activity of water sports at Rutland Water went ahead and everyone had a thoroughly good time!

FOR PLACEMENT STUDENTS

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.





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 promoted to the Partnership and I ensure that I continue to support our Graduate Training and Development programme."



Meenu Justin
Placement Student
Architecture & Planning
St Neots

I joined the Brown&Co Architecture and Planning team in October 2021 having graduated my undergraduate degree in Architecture BA(hons) at the University for the Creative Arts. Working at Brown&Co has offered me exposure to many opportunities to further my skills within architecture and to expand my knowledge within the industry.

While being part of the team, I have had the chance to work on a wide range of projects from working on a splash park to residential conversions of barns. The work I took part in covered RIBA stages 1-4, preparing me for the next steps in my career. Alongside this, I had the benefit of working with colleagues of various departments from planning to commercial, all of whom were happy to share their knowledge and expertise whenever I had a query. The experience I gained through my work placement has been invaluable as I go on to studying for my Masters in Architecture.

The Brown&Co office is extremely helpful and accommodating to any support you would require. They also offer many team building events, training days and social activities and outings.

BROWN & CO

BRANCH NETWORK

For proactive and professional services contact your local experts

Banbury: 01295 273555

Bury St Edmunds: 01284 725715

Holt: 01263 711167

Humber: 01482 421234

King's Lynn: 01553 770771

Leicester: 0116 2894719

Lincoln: 01522 457800

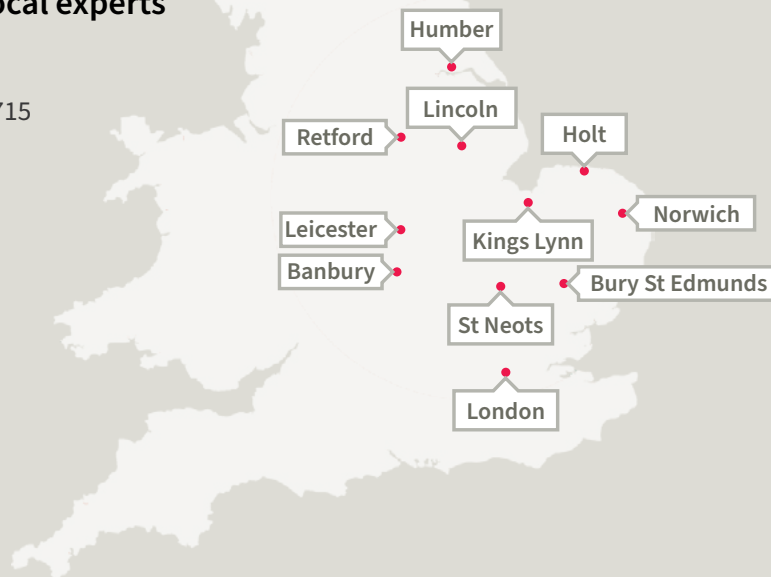
Lincoln Centre: 01522 504304

London: 01603 629871

Norwich: 01603 629871

Retford: 01777 709112

St Neots: 01480 213811



Norfolk:

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