



BROWN & CO

YOUR FUTURE

Graduate and Placement Opportunities

RESIDENTIAL | COMMERCIAL | AGRICULTURAL | DEVELOPMENT | INTERNATIONAL

BROWN & CO



Brown&Co was established in 1993 following a management buyout from Royal Life Estates. Since then, the firm has grown significantly and is now a leading property and business consultancy, delivering expert services across the rural, commercial, and residential sectors, alongside agricultural business and environmental consultancy.

We are a Limited Liability Partnership with 41 Partners and over 290 employees working across 12 offices throughout England and two international offices.

Our Vision

Our vision is to be the most trusted and respected consultancy for the rural, agricultural, and property sectors - recognised for our expertise, innovation, and commitment to shaping a resilient and sustainable future. We aspire to empower our clients, our people, and the communities we serve by delivering forward-thinking solutions that create lasting economic, environmental, and social value.

Your application

To help your application stand out it needs to express:

- Why you want to work at Brown&Co
- Your preferred office location/s
- The work experience you have completed
- What interests you about the role
- List any transferable skills you could bring to a role at Brown&Co



BENEFITS



- Competitive salary
- Discretionary bonus
- Enhanced employer pension contributions



- 25 days' holiday, increasing by one day each year for your first three years of employment



- Westfield Health scheme
- Paid study leave
- Annual graduate day out



- Office social events
- Divisional trips in the UK and abroad

GRADUATE TRAINING & DEVELOPMENT PROGRAMME

We have a structured two-year development programme, called the Pathway to Professional Scheme.

During your first year, you will take part in a combination of internal and external training focused on core business skills, including communication, interpersonal skills, networking, commercial awareness and presentation skills.

Together, these provide a strong foundation for your career development at Brown&Co.

In your second year, the focus shifts to putting these skills into practice while continuing to work towards your professional qualifications, enabling you to further develop your expertise and progress your career within the business.



12-MONTH PLACEMENTS

At Brown&Co, our Placement Students are given the same opportunities, responsibilities and professional development experiences as our Graduates. We believe that meaningful, hands-on experience is the best way to explore a career, which is why our placements are designed to provide genuine insight into the profession.

Throughout the placement year, students work alongside experienced professionals, contribute to real projects and develop valuable industry skills. By the end of the year, they leave with the confidence, knowledge and practical experience needed to make an informed decision about their future career and whether the industry is the right fit for them.



Insights Discovery



Presentation skills



Time Management



Communication &
Interpersonal Skills

SUPPORT AT BROWN & CO

Across our divisions, graduates receive dedicated support from senior colleagues, whether that is through structured training or guidance during the early stages of their careers.



Peter Cox BSc (Hons)

Agricultural Business Consultancy, Partner
Bury St. Edmunds office

Within the Agri-Business Consultancy department, graduates benefit from tailored role-specific training, consisting of internal in person sessions with external speakers. The programme includes the core modules of budgeting and management, contract farming agreements and joint ventures, farm policy, environmental schemes, bookkeeping and administration, and core Agri-Business Consultancy.

In addition to the graduate training, all graduates will attend the wider department training sessions designed to upskill all staff, and these are typically organised quarterly.



Katie Bates BSc (Hons) MA MRICS
Commercial Surveyor, Senior Associate
Norwich office

I am the Graduate Training Representative for the Commercial division at Brown&Co and support graduates throughout their professional development journey as both a mentor and an APC Counsellor.

Working closely with graduates throughout their training, I provide guidance on gaining a broad range of professional experience, developing technical knowledge and building the confidence needed to progress their careers.

As an APC Counsellor, I support candidates through each stage of the qualification process, helping them prepare for submission, mock interviews and final assessment.



Nicholas Staton BSc (Hons) MRICS FAAV
Land Agent, Senior Associate
Bury St. Edmunds office

I started overseeing the Land Agency graduate mentoring and training programme in 2023. As part of the role, I have overseen the allocation of mentors to all new graduates that join the business in the Land Agency department.

The mentoring programme is designed to complement the formal APC training provided by the members of the graduate's immediate team. Mentors provide additional support to the graduates' Counsellors by assisting with reviewing the submissions and providing mocks.

In addition to the APC, Brown&Co actively encourage and support graduates to become Fellows of the CAAV. To assist in preparation, along with graduates attending the formal CAAV training days, I organise an internal CAAV practical day which is held in October and attended by all Land Agency graduates. Due to the spread of our offices, the location of the training day is held on a farm situated centrally, with professionals from the local offices acting as tutors. For those sitting the CAAV that year, the day is run as a mock.



Heidi Surfleet

Town Planner, Graduate
Cambridge & St Neots office

Since joining Brown&Co as a graduate, I have worked on a diverse range of projects, from more straightforward, small-scale planning applications to the promotion of strategic development sites. These opportunities have enabled me to collaborate with colleagues across different teams and disciplines, broadening my understanding of the planning process and helping to secure the best possible outcomes for our clients.



James Quilter

Town Planner, Graduate
Norwich office

Having returned to Brown&Co as a Graduate Planner following a summer internship in 2024, the transition into a permanent role felt seamless. I was quickly trusted to get involved in a diverse range of projects, from residential developments and barn conversions to educational schemes, which has been invaluable in broadening my knowledge while helping me identify the areas of planning that interest me most.



The background image shows a close-up of an architect's workspace. A hand is visible on the left, holding a black pen and drawing on a large architectural blueprint spread out on a table. Another hand is visible on the right, holding a compass. The background is softly blurred, showing a window with bright light coming through, creating a warm and professional atmosphere.

ARCHITECTURE & PLANNING

The Architecture & Planning team works across a wide range of sectors, with a particular focus on residential, employment and education projects. The team also supports clients with barn conversions, listed building renovations, strategic planning work and master planning projects.

With offices in Lincoln, Norwich and Cambridge, the division offers graduates exposure to a broad and exciting project portfolio. Graduates will gain practical experience across the core competencies required by the RIBA and MRTPI, while working alongside experienced colleagues on live client projects.

COMMERCIAL

We have Commercial teams located across the majority of our offices, Brown&Co offers graduates exposure to a diverse range of markets, clients, and career opportunities. The recent expansion of our Cambridge office has further strengthened our regional presence, creating even greater opportunities for collaboration and professional development.

Graduates gain broad APC experience across agency, property management, valuation, rent reviews, lease renewals, development land, and expert witness work.



Dilek Naylor BA (Hons) MSc
Commercial Surveyor, Graduate
Banbury office

My APC journey is fully supported with regular graduate training sessions, and I am receiving great support from my mentor.

AGRICULTURAL BUSINESS CONSULTANCY

The Agricultural Business Consultancy division continues to grow, with offices across the UK and Central Europe, offering graduates the opportunity to work on a diverse range of projects, including international assignments. The division provides specialist services in Agri-Business, Environmental, Ecology, Energy and Carbon consultancy, supporting clients with dynamic, innovative and practical solutions.

As an Agricultural Business Consultant Graduate, you will be guided through a training program to gain experience across a range of areas, including farm and business management, budgeting and cash flow planning, contract

farming, grant funding, diversification projects, environmental schemes, and renewable energy initiatives, developing the knowledge and skills needed for a successful career in the rural sector.



Timo Cooper BSc (Hons)
Agricultural Business Consultant, Graduate
Leicester office

I have had the opportunity to work on a wide variety of projects, from contract farming agreements and business management to machinery auctions and estate management. The graduate programme has provided invaluable hands-on experience across a diverse range of agricultural consultancy work, allowing me to develop both technically and professionally.



Lucy Wilson BSc (Hons) FAAV

Land Agent, Graduate
Lincoln office

Brown&Co has provided continued support throughout working towards my CAAV and APC qualifications. Colleagues are always happy to share their knowledge, offer guidance and support along the way. I have been able to work on a variety of projects that have allowed me to broaden my knowledge and apply this in practice. The support and practical experience have been invaluable in helping me achieve my CAAV qualification and progress towards my APC.



Guy Mitchell

Placement Student
St Neots office

Throughout my placement year I assisted with a wide variety of professional work including machinery auctions, valuations, agency and infrastructure projects. I thoroughly enjoyed all aspects of the work I was involved in and was always supported by colleagues, helping to develop my knowledge whilst being trusted to work independently. I was offered a graduate role following the completion of my degree at Harper Adams University and am thoroughly looking forward to returning.





LAND AGENCY

Land Agency is a core service at Brown&Co, with dedicated teams across nine offices, many of which support graduates and placement students. Graduates benefit from extensive exposure to APC competencies, with full support and funding provided throughout the RICS APC process. Following qualification, graduates are encouraged to become Fellows of the CAAV.

The role offers experience across a broad range of areas, including agency, valuation, infrastructure, development, farm machinery auctions, estate management and general professional services.



RESIDENTIAL

Our Residential division is made up of market-leading professionals with expertise across buying, selling, renting, valuing all types of land and property, planning & development consultancy, estate and property management and many other aspects of general practice surveying. Graduates gain hands-on experience across key areas of residential practice while developing the competencies required to become a RICS Chartered Surveyor.

This includes experience in residential sales, property auctions, new homes, residential lettings, property and estate management, RICS Red Book valuations and planning and development opportunities.



Hattie Stuart

Residential Property Assistant, Graduate
Norwich office

Since my week of work experience last summer at Brown&Co which I thoroughly enjoyed, I am delighted to have the opportunity to join Brown&Co in the residential department. All the team have helped me to get involved in a variety of work, such as appraisals, sales negotiations, and auctions. I am really looking forward to developing my career with Brown&Co.



PROGRESSION AT **BROWN&CO**

At Brown&Co, over 32% of our current Partners began their careers with us as Graduates or Placement Students, demonstrating our commitment to developing talent and providing clear opportunities for long-term career progression.

GRADUATE TO PARTNER



Abby Maynard BSc (Hons) AIEMA
Agricultural Business Consultancy, Partner
Norwich office

Even when I started as a graduate, I always had my mind set on becoming a Partner, each challenge, opportunity and learning experience helped shape the career I have today. Along the way, I learned that success is not just about technical expertise, it is about building confidence, taking opportunities outside your comfort zone, and developing the skills to lead and inspire others, including managing and supporting talented teams. My advice to those aspiring to make a career at Brown&Co is work hard, be kind and make the most of every opportunity.

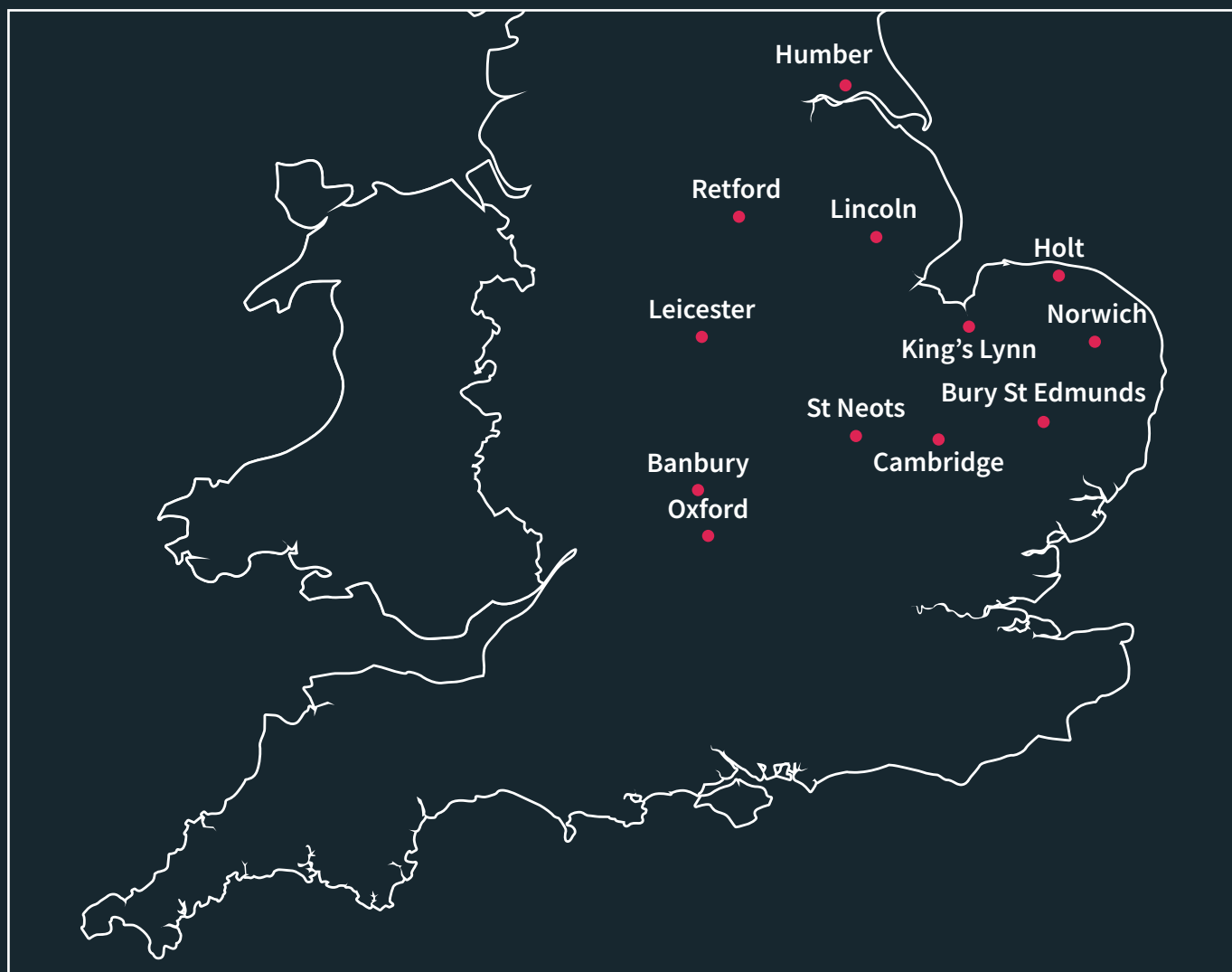
SNAPSHOT

Life at Brown&Co is all about getting stuck in and embracing our ethos of team spirit, camaraderie 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.



UK BRANCH NETWORK

For proactive and professional services
contact your local experts



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