

BROWN & CO

YOUR FUTURE

Opportunities for Graduate and
Placement roles in 2026



RESIDENTIAL | COMMERCIAL | AGRICULTURAL | DEVELOPMENT | INTERNATIONAL

BROWN & CO

WELCOME TO BROWN&CO



Brown&Co is 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.

It is a Limited Liability Partnership with 40 Partners and over 290 employees working across 12 offices in England and two international offices: Poland and St Lucia.

Brown&Co are always searching for talented and motivated individuals with the desire to excel. We aim to recruit enthusiastic graduates and placement students who possess the energy and passion to succeed.

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

We aim to nurture the growth and development of all graduates and placement students. We very much welcome applications from those who have not completed or are not currently undertaking an RTPI or RICS accredited degree.



STAFF BENEFITS

We have an excellent benefits package.



FINANCES

- Enhanced employer pension contributions
- Life assurance
- Recommend a friend scheme
- Discretionary staff bonus
- Enhanced Family Leave (Including Maternity and Paternity)



HEALTH & WELLBEING

- Employee Assistance Programme
- Eye care tests and vouchers towards glasses
- Suite of wellbeing provisions
- Annual flu jabs
- Mental health first aiders
- Westfield Health Scheme



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
- Long service awards



STAFF EVENTS

- Annual graduate day out
- Staff summer party
- Office Christmas parties
- Cricket matches
- Netball tournaments
- Sponsored rugby matches
- Office social events
- Divisional trips



FOR OUR GRADUATES

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 develop and quickly progress.

From the start of your employment, we offer a competitive salary and a supportive training environment, which includes paid time off for studying and exams. Our graduates work alongside a Partner and senior staff to gain valuable experience in all aspects of their chosen field.

For all graduates looking for a successful and long-term career, the path is laid out from the start. Over 30% of our current Partnership joined the Firm as a graduate or a placement student.

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 and 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. We cover all training costs, attendance to RICS and CAAV training seminars, RICS Matrix and external events are encouraged.

Mentor Programme

Core Business Skills Training

Clear Progression Route

GRADUATE TRAINING & DEVELOPMENT PROGRAMME

Brown&Co aims to recruit and retain the best employees, we provide training and development opportunities to maximise your performance and to enable you to develop a long-term career with the Firm.

We have developed a bespoke two-year Training and Development

programme designed for graduates, called the Pathway to Professional Scheme.

Your first year on the training and development programme will include a mixture of internal and external training days. The subjects you will focus on are core business skills such as communication and interpersonal skills, networking and commercial awareness, our in-house systems and presentation training all of which combine to provide you with a foundation for

your career development within Brown&Co.

The aim of your second year as a graduate at Brown&Co is to put all the previous year's learnings in to practice and to focus on the professional qualifications you have been working towards throughout your employment. The Firm will continue to offer the same support in the form of mentors and internal revision sessions organised by your specific division and paid study leave.

Communication & Interpersonal Skills

Insights Discovery

Excel Training

Time Management



ARCHITECTURE & PLANNING OVERVIEW

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 client's projects.

We work across a wide range of sectors with the principal work being delivered in residential, employment and education, 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.

Graduates experience diverse areas of practice including:

- 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



Peter Lowe BA (Hons)
Architectural Assistant, Graduate
St Neots office

I've been very grateful for the skills and knowledge

I've gained from the Pathway to Professional scheme that Brown&Co have provided. This has helped me understand workplace dynamics and has given me a strong foundation to progress professionally. Additionally, I've been given the opportunity to work in depth with a variety of projects helping me learn a great deal about the industry.



Erin Harcombe BSc (Hons)
Town Planner, Graduate
St Neots office

As a Graduate Planner at Brown&Co, I've had the opportunity to work on a diverse range of projects - from local plan representations to planning applications for new dwellings. My colleagues have been incredibly supportive, trusting me with my own caseload while always being available for guidance. The Pathway to Professional scheme has been an invaluable experience, helping me develop practical skills and confidence for a successful future in the workplace.



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

As a mature student entering the profession later in life, I was initially unsure and a little nervous about what to expect. However, from the very first contact, the recruitment process at Brown&Co was incredibly efficient, supportive and very friendly.

Since joining the Commercial team in the Banbury office, I've found the role to be varied, interesting and genuinely engaging. No two days are the same and I have had the opportunity get involved in a wide range of projects which helps me to develop my skills further.

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



Lorcan Forde BA (Hons) MSc
Commercial Surveyor, Graduate
Norwich office

As a Graduate Commercial Surveyor at Brown&Co, I have gained a truly comprehensive and hands-on understanding of the commercial property sector, building on my academic knowledge with practical experience across various disciplines. The Firm's commitment to graduate development has allowed me to get involved in a wide range of work, including rent review, lease renewals, valuations, property management, and agency.

COMMERCIAL OVERVIEW

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.

Graduates working in our Commercial division will gain experience in the necessary competencies to support their APC:

- Agency - buying and selling
- Management
- Landlord and Tenant
- Valuation
- Rent reviews
- New developments and planning
- Expert witness

RESIDENTIAL OVERVIEW

The professionals working in our Residential division are market leading experts in all aspects of buying, selling and renting property. A graduate working within one of our Residential teams would have exposure to all the relevant competencies to allow them to become a RICS Chartered Surveyor.

As part of our Residential division, graduates gain hands-on experience in:

- Residential sales
- Property auctions
- New homes
- Residential lettings
- RICS Red Book valuations
- Residential development opportunities



Henry Cockerton BSc (Hons) MRICS
Partner, Head of Residential
Holt office

After graduating with a first-class degree in Estate Management from Reading University, I became a full member of the Royal Institution of Chartered Surveyors (MRICS) in 2008.

I joined Brown&Co as a Partner in 2017, following a merger with my company Cockertons of Holt and I became Head of the Residential Division in 2019.

I head up the Holt office in North Norfolk, leading our residential property services. My specialism lies in the residential sector including sales, lettings, valuations, and development advice, and I have a broad and well-rounded expertise across the wider property industry.

This has enabled me to gain extensive experience managing a diverse portfolio of property types, which includes commercial premises, mixed-use developments, and agricultural land.



Chloe Grieg BSc (Hons) MRICS FAAV
Land Agent, Associate
Humber office

I first came to Brown&Co for one week's work experience, which led to a summer internship and ultimately a graduate role after completing my degree. I joined as a graduate and worked through the APC process with strong support from the Firm.

Brown&Co offers excellent APC support, including structured training, regular review sessions, and access to experienced colleagues who generously share their knowledge. We have dedicated APC counsellors and supervisors who guide us through the process. Since passing my APC I have progressed to the role of Associate. I am pleased to be a mentor and now help others with their APC.



William Gowler BSc (Hons)
Land Agent, Graduate
Norwich office

Since joining Brown&Co, I've had the opportunity to get involved in a diverse range of work. This has included valuations, agency advice, property management, and utility work. The variety has been both exciting and rewarding, giving me exposure to many different areas of the business and helping me to develop a well-rounded skill set.

The support I've received towards my APC has been exceptional and motivating. I have regular catch ups with my mentor and counsellor, which has helped track my progress and keep me focused. Other colleagues in the office have been incredibly approachable, always being willing to offer guidance and answer any questions.

LAND AGENCY OVERVIEW

Land Agency is a fundamental activity of Brown&Co, nine offices have 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.

Graduate working in our Land Agency division will gain experience in:

- Agency - buying and selling
- Valuation
- Estate Management
- Agricultural law
- Farm machinery and property auctions
- Compensation and compulsory purchase
- Infrastructure and utilities
- Easements, wayleaves and leases
- Reuse of surplus assets and redevelopment

AGRICULTURAL BUSINESS CONSULTANCY OVERVIEW

The Brown&Co Agricultural Business Consultancy (ABC) division is extremely valuable to the professional services provided to our clients. Changing times require a dynamic approach to business management. We pride ourselves on being at the forefront of harnessing new technology, assessing options and maximising the potential of our client's assets.

The ABC division continues to grow, with established offices in locations such as Banbury, Bury St Edmunds, Humber, King's Lynn, Leicester, Lincoln, Norwich, Oxford, St Neots, and Central Europe. This expansion not only enhances our service capabilities but also provides exciting opportunities for some of our graduates to engage in international projects, further enriching their professional experience and contributing to our global reach.

The ABC departments offer clients with a variety of specialisms including, Agricultural Business Consultancy, Environmental Consultancy, Ecology, and Energy and Carbon Consultancy.

The ABC division has a forward-thinking and enterprising approach to our client's needs and complements the other services the Firm provides.

Areas of work an Agricultural Business Consultant graduate will be involved with are:

- Farm and business management
- Budgeting and cash flows
- Labour and machinery planning
- Contract farming and joint ventures
- Grant funding
- Diversification
- Environmental scheme advice
- Renewable energy projects



Will Langton BSc (Hons)
Renewable Energy & Carbon Consultant,
Graduate
Lincoln office

My first year in the role has been diverse and rewarding, from shadowing experienced team members to speaking at farmer breakfasts and now managing my own clients as I take on more responsibility. The diverse support from colleagues, mentors, and the Pathway to Professionals scheme has enabled me to settle into my role and grow both personally and professionally.



Victoria Walters BSc (Hons)
Agricultural Business Consultant,
Graduate
Norwich office

During my first year at Brown&Co, I have been involved in a wide range of different Agri-Business Consultancy workstreams including Contract Farming Agreements, Budgets and Cash Flows, Succession Planning, and Solar Schemes, as well as Machinery Auctions.

There has been a great level of support from the team to learn and grow my professional abilities, whilst also being encouraged to take on more responsibility and independence with my work. I have really enjoyed working on the Machinery Auctions and learning the process of executing an onsite sale, as well as gaining a deeper understanding of the importance of the Brown&Co quarterly online auctions.

ENVIRONMENTAL OVERVIEW

The Environmental Consultancy department has specialists across the Firm who work closely with the Agricultural Business Consultancy teams as well as Land Agency and the Architectural & Planning team. The majority of our work comes from the design, implementation and management of agri-environmental schemes, including ELS/HLS, Countryside Stewardship and the Sustainable Farming Incentive scheme. We expect our graduates to have excellent attention to detail and an affinity for technical knowledge.

Graduates will gain experience in:

- Stewardship scheme management and applications
- Environmental impact assessments
- Woodland creation grants and woodland management plans
- Estate mapping and GIS training
- Mock scheme inspections, with quantitative and qualitative assessments



Lotty Gilbey BSc (Hons)
Agricultural Environmental
Consultant, Graduate
Norwich office

During my graduate year at Brown&Co I have been involved in various projects relating to the creation and management of environmental schemes including the Sustainable Farming Incentive, Countryside Stewardship, Capital Grant agreements, and Woodland Management Plan.

My work is often client facing and I regularly have the opportunity to visit farms, planning and discussing with farmers how these environmental schemes can work for them. Along with this I am often out assessing habitats for woodland plans or landscape improvement projects.

ECOLOGY OVERVIEW

Within the Agricultural Business Consultancy division, we have a growing Ecology team. The team work throughout the East of England from first stage Ecological Assessments, through to protected species surveying and more technical work on habitat banking and landscape recovery projects.

As a graduate working as part of our Ecology team you will experience:

- Ecology surveys
- Preliminary Ecological Appraisals
- Biodiversity Net Gain Assessments
- Protected species work (bats, great crested newts, dormice and more)



Megan Carter BSc (Hons) MSc
Assistant Ecologist, Graduate
St Neots office

I was initially drawn to working with Brown&Co as an Assistant Ecologist because of the strong emphasis on professional development and skill building, both within the ecology team and across the wider Firm. Participating in the Brown&Co Pathway to Professional Programme has been instrumental in enhancing both my confidence and professional skill set.

Since joining Brown&Co, I have been involved in multiple ongoing projects, including preliminary ecological

assessments, biodiversity net gain assessments, survey design, and protected species surveys. I have had the opportunity to develop my skills within ecological consultancy, completing external training in grassland and priority habitat identification, which has enhanced my technical skills in the field. I've also had the opportunity to attend Firm-wide networking and social events such as the annual conference, rural seminar and most notably the St Neots Charity Bike Ride in February 2025, in support of Addenbrooke's Charitable Trust.

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.



India Norwood
Land Agency,
Placement Student
Leicester office

My placement year at Brown&Co has been packed with plenty of hands-on experience and a great variety of work. The friendly and supportive environment made it easy to learn, ask questions and feel part of the team straightaway.



Max Becvar
Agricultural Business Consultancy,
Placement Student
Bury St Edmunds/ St Neots office

The placement year in the Agri-Business Consultancy team at Brown&Co was an invaluable opportunity to gain hands-on experience in Contract Farming Agreements, budgeting, and environmental schemes, in a way that meant I have been able to develop constantly through the year to a level way above my peers. A highlight of my placement year was the push to engage in a wide range of work across the two offices that I was situated in from the English Woodland Creation Offer and the Future Farm Resilience Fund in the St Neots office to intricate budgeting and Contract Farming Agreements in the Bury St Edmunds office.



Graduate to Partner

Chris Sheldon BSc (Hons)

Partner

Agricultural Business Consultancy

I joined Brown&Co as a Graduate in 2014 not really knowing where the journey would take me - I just knew I wanted to work with good people and do something that made a difference in farming.

Fast forward 11 years, and I have recently joined the Brown&Co Partnership.

What's made the biggest difference for me is the culture within the Firm.

It's supportive, down-to-earth, and full of people who really want you to succeed.

I've always felt trusted and backed to take on my own style. There is a great balance of freedom and help when you need it.

The continuous learning done internally is very good and we are also encouraged to do external courses, such as the Advanced Course of Agricultural Business Management which I did in November last year.

Looking back, it's been a brilliant journey, not just professionally, but personally too.

Brown&Co has a way of making you feel part of something bigger, and I'm proud to have 'grown up' in the business, so to speak.

It's a place where hard work is recognised, people are looked after, I have never considered going anywhere else and I am proud to say I will finish my career in the same Firm I started it.



Placement to Partner

Ed Plumb BSc (Hons) MRICS FAAV

Partner

Land Agency

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.



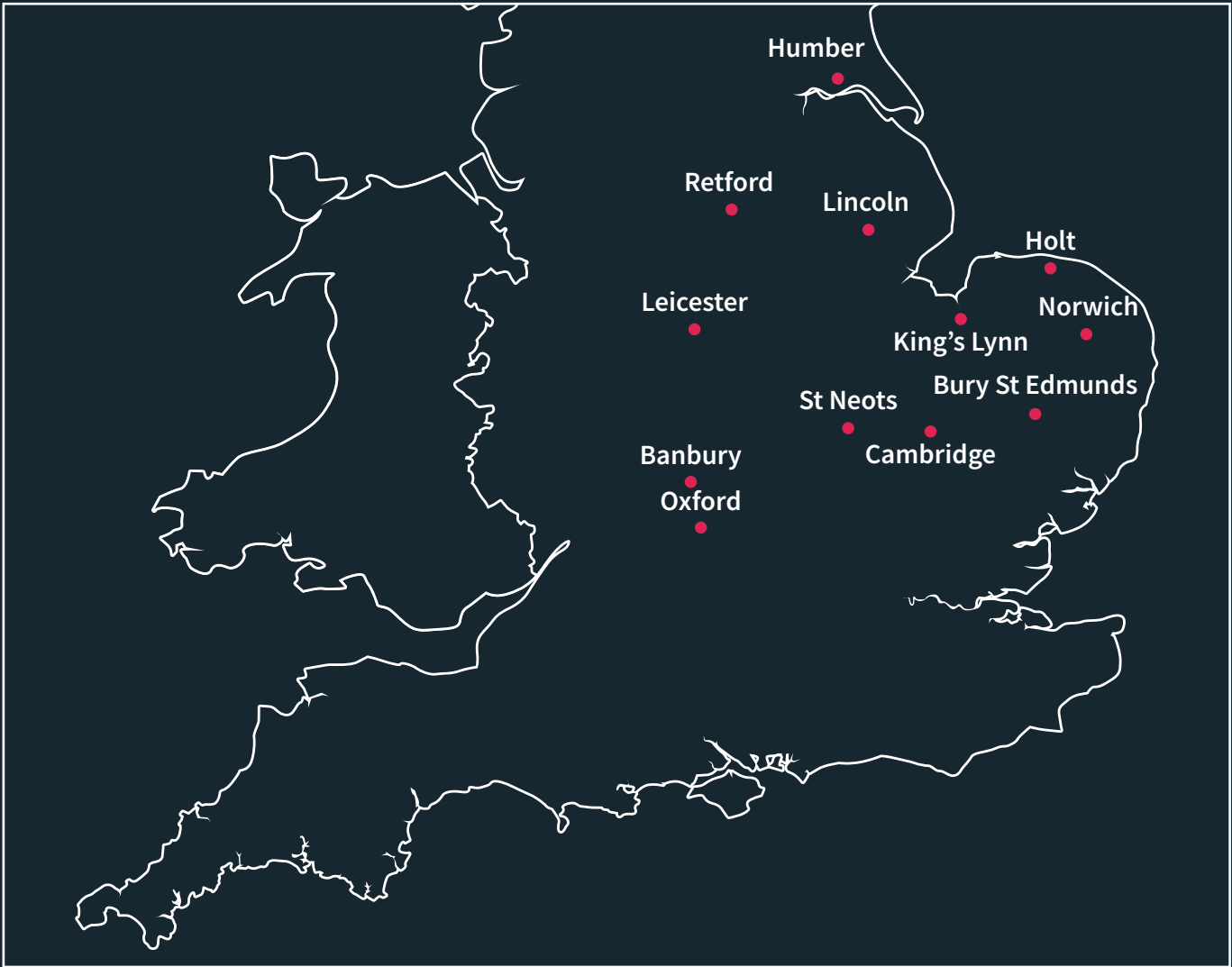
SNAPSHOT

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