

# GERALD EVE GRADUATE BROCHURE



## FACTS AND FIGURES

**40%**

of FTSE100  
companies  
advised by us

**580+**

People

**£92.5m**

Turnover in year  
to April 2022

## OUR VALUES

We believe our track record in retaining clients and employees speaks volumes about how we live our values.



**TRUST & INTEGRITY**



**RESPECT**



**FRIENDLINESS**

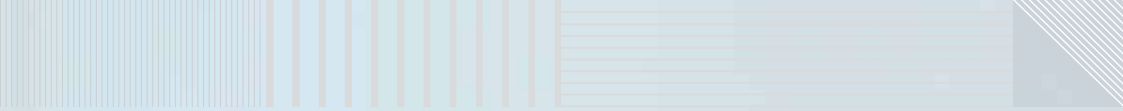


**EXCELLENCE**

**employee  
benefits**  
AWARDS20

Best healthcare  
and wellbeing  
benefits –  
small employer


*Vitality*




I genuinely believe  
we have created  
something different to  
offer clients, with our  
full-service, partner-led  
consultative approach

**Simon Rees**  
**Managing Partner**







## ABOUT US



Gerald Eve provides property consultancy services to investors, occupiers and developers. Our specialist sectors include industrial and logistics, alternative markets, the London office market, public sector and corporate real estate services.

What sets us apart from our competitors is the way in which we value our people, our size and open plan workspace which supports collaborative working. Gerald Eve thrives as a privately-owned partnership and the “we are all in this together” approach is respected across the business.

Most new joiners to Gerald Eve remark on the friendly welcome they receive from colleagues. From lunch-time yoga and pilates classes, sports teams and book and chess clubs to pro bono and charity work, we strive to strike the right balance between work and social activities. In 2019, we won the Vitality Healthiest Workplace in the UK award (mid-sized firm), and in 2020 we won the Best Healthcare and Wellbeing Benefits for a large employer at the Employee Benefits Awards. We are also a previous Times 100 Best Employer and Estates Gazette Employer of the Year 2018.



At Gerald Eve,  
graduates are trusted  
and respected and are  
vital members of the  
team from day one.

**Jess Nutt**  
**Senior Associate**  
**(former graduate)**

## **FINANCIAL**

We offer a healthy and competitive salary, as well as a joining bonus, interest-free loans and participation in the Staff Profit Share (SPS) Scheme. We also offer a comprehensive benefits package including healthcare, pension and wellbeing allowance. Of course salary is important but we also recognise that what you do needs to be rewarding in other ways.

## **SOCIAL**

We provide lots of opportunities to get involved in all kinds of activities, from social gatherings and firm events through to joining one of the many sports teams, pilates, yoga, chess club, book club or choir.

## **WELLBEING**

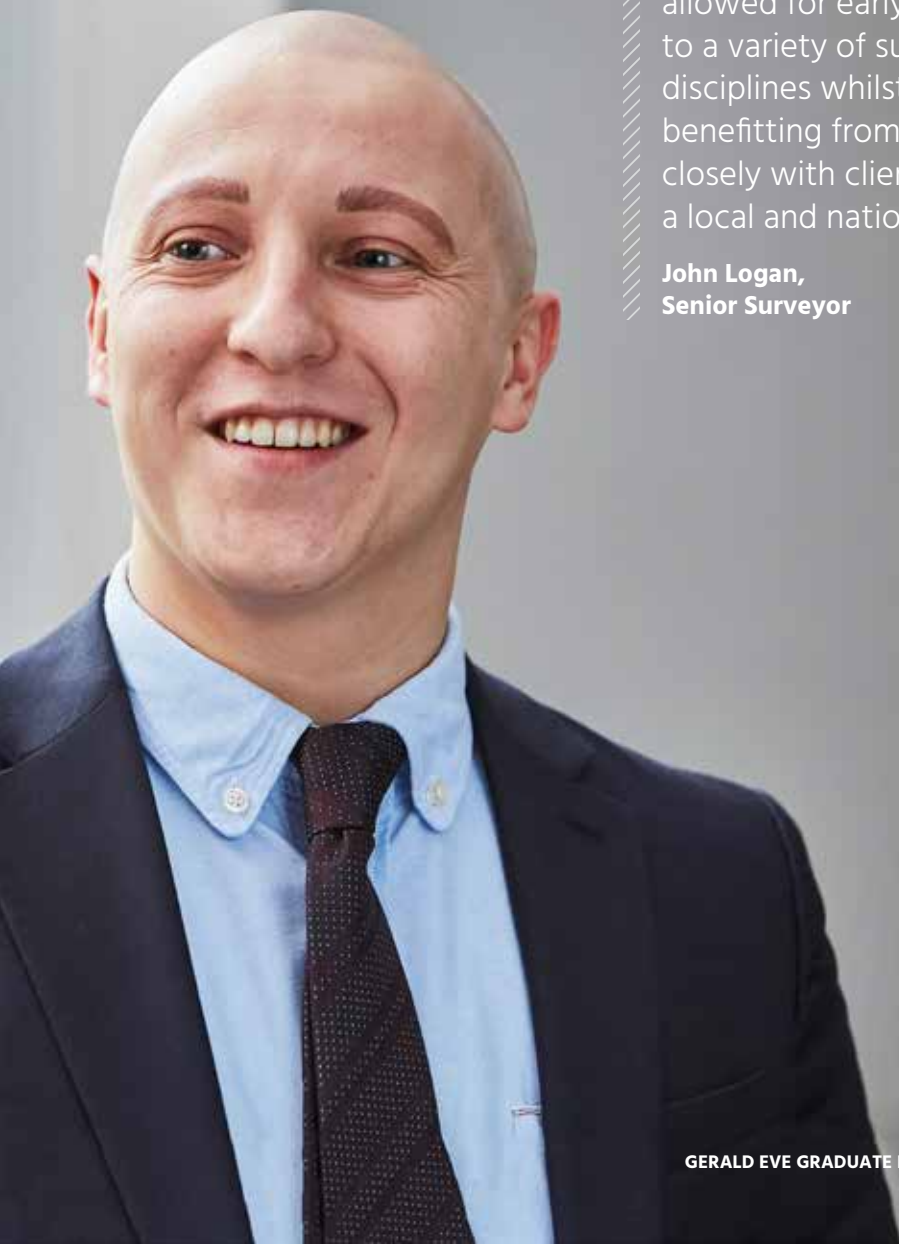
At Gerald Eve, our people are at the heart of our business, and the wellbeing of our people is centric to our culture and to enable them to be successful. We were awarded Vitality's healthiest new entrant award in 2018 and run regular initiatives to promote a healthy lifestyle. In 2019 we signed the mental Health at Work Commitment launched by Mind, a commitment which provides a framework for employers who recognise the importance of promoting staff wellbeing. We have 23 mental health first aiders across the business and in all national offices, along with a wellbeing committee who promote health and wellbeing within the Firm. They work closely with management, HR, and employees to grow and develop health and wellbeing initiatives.

## **COMMUNITY**

We take our social responsibility seriously. At both a firm and an individual level, we have initiated and participate in a number of fundraising events. These range from sponsored bike rides to parachute jumps, triathlons and overseas treks.

In addition, our volunteer programme offers staff the opportunity to provide expertise, advice, time and mentoring to various voluntary and not-for-profit groups within work hours.

Gerald Eve is a foundation partner of Landaid, the property industry's charity, as well as Their Voice, a charity that empowers survivors of human trafficking and modern slavery.



Working as a graduate in the Glasgow Office allowed for early exposure to a variety of surveying disciplines whilst benefitting from working closely with clients on both a local and national level.

**John Logan,  
Senior Surveyor**

## CAREER DEVELOPMENT

As a graduate with a bachelor's or master's degree, we know you've got the passion and intellect to get stuck in from day one, whilst gaining on-the-job support and resources.

From your very first day, you'll be given plenty of responsibility, working on real projects and meeting clients. You'll be out and about on inspections, researching the market and presenting arguments.

At the same time, you'll be studying for your APC. We work hard to get you through your APC as quickly and painlessly as possible. Our graduates have an outstanding track record – partly down to their own intellect and application and partly because they can access one of the most thorough training programmes in the sector.

In addition to this, we'll help you build up your competencies. The formal training is both theoretical and practical and will help you consolidate your knowledge. You'll become a member of the RICS Continuing Professional Development Foundation and be invited to events throughout the country.







Working as a graduate has given me exposure to a range of projects, including high-profile Central London redevelopment schemes. This has provided me with a wide breadth of experience to contribute towards my APC.

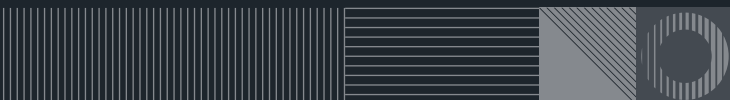
**Rosanna Cole,**  
**Planning Consultant**

## PLACEMENT YEAR

Gerald Eve offer placement year opportunities for students who are on a sandwich course looking for a year in the industry.

You will be based in one team for the full year, gaining invaluable experience and a chance to work closely with the Partners of the firm. What's more, all experience gained will contribute towards your APC submission upon returning to work after university.

If you are interested in applying for a placement year opportunity, we will be advertising from mid-December through to 31 January on our career's website.



||| A placement year is a fantastic way of gaining hands-on experience within a Partner-led firm, whilst also providing the possibility of a graduate position.

||| **Andrew Matthews,**  
**Associate**









## CASE STUDY: DAVID LLOYD LEISURE

**Team: Rating**

**Client: David Lloyd Leisure**

Changing hands three times en route, David Lloyd Leisure has since gone on to open nearly 110 more health clubs, both in the UK and across Europe, retaining a strong tennis influence within the brand.

For the 2010 Rating List, Gerald Eve's Leisure team persuaded the Valuation Office that the changing consumer trends and market conditions, coupled with a stagnation in new development, merited significant reductions in value assessments. On behalf of the health and fitness industry, Gerald Eve headed negotiations that led to age and obsolescence allowances of up to 12.5% on all clubs built before 2005. We were also able to secure further concessions for the industry's underperforming assets and agreed a framework for further valuation allowances to reflect changes in competition.

For a business with a focus on racquet sports, you could call it a great service and an even greater return.

/// In total, our holistic rating service, historic rates  
/// audit and other services to DLL have recouped  
/// savings of more than £12m over the course of  
/// the 2010 Rating List.







## CASE STUDY: NOVA

**Team: Planning**

**Project: Nova, Victoria**

**Client: LandSec**

Gerald Eve secured permission for three planning applications on behalf of LandSec for the comprehensive redevelopment of the Nova site, covering 2.5 ha in the heart of Victoria.

The £1.1bn development comprises approximately 130,000 sq m including nearly 85,000 sq m of offices, 1,200 sq m of shops, cafés and restaurants, 170 private residential units and the potential for a new library for Westminster.

The development also includes major new north/south and east/west pedestrian routes and facilities, the dispersal of buses from the congested Victoria Bus Station and has provided significantly enhanced public realm. The scheme also includes the demolition, relocation and rebuilding of the listed Grade II Sutton House on site.

Gerald Eve led negotiations with Westminster City Council, the Greater London Authority and other key stakeholders and also advised on the development strategy and financial viability of the scheme.

Subsequent applications for Nova Place and n2 have been secured, increasing the originally permitted office floorspace by 12,000 sq m, with a payment-in-lieu provided in place of the 35 originally permitted affordable homes.

The scheme is one of the largest ever submitted to Westminster City Council. The majority of the site is now completed, providing a bustling restaurant hub, with part still under construction.



## CASE STUDY: BANK OF ENGLAND

**Team: Corporate Real Estate, Agency, Landlord & Tenant, Rating, Valuation, Planning**

**Client: The Governor and Company of the Bank of England**

In 2019 Gerald Eve were appointed by the Bank of England to provide Estate Professional Services across the UK. This encompasses a broad spectrum of advice and involves multiple departments across the firm at any given time. The Bank's property portfolio ranges from their Grade I\* listed City of London Headquarters, which has almost as much space below ground as it does above, to its regional offices, where the Bank's representatives gather the consensus of the nation to inform the Monetary Policy Committee, and everything in between. This includes the Printing works for production all of the UK's bank notes and 28 acres of leafy suburban London.

/// The varied nature of the work means specialist sub-teams are often created, combining diverse expertise to deliver a gold standard service.







## CASE STUDY: CHURCH COMMISSIONERS FOR ENGLAND

**Team: Building Consultancy**

**Client: Church Commissioners for England**

The Church Commissioners for England manage an £8.3 billion investment fund. We have provided Building consultancy advice to them in respect of their Hyde Park Estate over a number of years. We were initially instructed to refurbish a Grade II Listed residential property on the estate. Following the success of this project we have become a trusted advisor to the Church Commissioners, undertaking a range of institutions across their portfolio. These instructions include technical due diligence surveys of properties that they are seeking to acquire, project management of office, residential, services infrastructure and public realm schemes. We have also provided defect diagnosis and lease advice. A significant proportion of the property within the Hyde Park Estate is Listed. Therefore the careful management of the heritage of the buildings forms an integral part of our advice as does sustainability, which is key objective of the client and the management of the estate.

As a graduate surveyor you might be expected to be involved in the preparation of planning applications, specifications and technical reports and monitoring construction works on site. This would typically include attending site meetings and client reporting.







## CASE STUDY: COSTA

**Team: Rating**

**Client: Costa**


From one south London café opened by a pair of brothers in the 1970s, Costa Coffee has grown into an international operator. In the UK, their expansion in the last ten years has been explosive.

In 2005, Costa operated 350 sites. Five years later, that had doubled, and by 2020, there were circa 1,300 company-owned stores.

Gerald Eve has provided business rates advice to Costa throughout this period of growth. This has involved lodging and undertaking all appeals, paying all of Costa's rates, auditing the company's rates payment history and lobbying on their behalf.

Appeals are managed by specialist rating surveyors in each of our offices across the UK. We are also Costa's outsourced property manager and our London rating surveyors sit right beside our property management team, receiving the latest information on the portfolio.

As a Costa barista might say, it's a well-rounded service which has delivered a satisfying effect.



Since 2010, as Costa's rating adviser, we've generated savings of more than £10m.









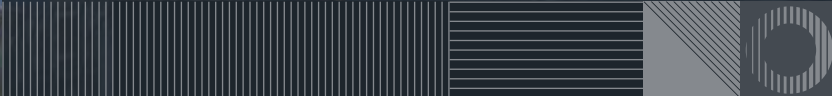
## CASE STUDY: LONDON EYE

**Team: Lease Consultancy**

**Client: British Airways, The Tussauds Group and Merlin Entertainments**

The relationship between the operating business and property asset is fundamental to many leisure businesses. These issues become magnified when dealing with one of London's most successful tourist attractions, which are held under five separate leasehold interests.

We have been continuously involved with the London Eye since its development, initially advising British Airways and The Tussauds Group on the ownership structure, whilst more recently acting on behalf of Merlin Entertainments in respect of the 2014 and 2019 rent reviews. As part of our negotiations in 2014 we were also able to agree a re-gear of future rental obligations and move away from the current market review pattern, reducing risk to the operating company in the longer term. We also picked up negotiations regarding the occupational rights for the adjoining Millennium Pier.



/// We have been continuously  
/// involved with the London  
/// Eye since its development.

## TRAINING CONTRACT

Depending on whether you are a RICS, non-cognate or RTPI graduate and whether you will be based in London or in one of our national offices, you will follow one of the four training programmes.

- **RICS graduate – London based**

Graduates progressing through the commercial property practice pathway will have four six-month rotations providing hands-on experience in a range of sectors and services. This helps graduates decide on the specialism they want to pursue long-term.

- **RICS graduate – nationally based**

Graduates based in our national offices benefit from working in a multi-disciplinary office and team. So, whilst they don't officially rotate between departments, they are exposed to different disciplines on a regular basis, giving the opportunity to achieve all core and optional competencies.

- **RICS graduate – Building Surveying**

Building Surveying graduates based in the London office rotate amongst building consultancy, lease exit and project management. Those based nationally (either in Manchester or Birmingham) focus more on building consultancy, but all competencies remain achievable.

- **RTPI graduate**

Our Planning graduates sit in our wider Planning and Development team. There are no rotations, but graduates work amongst various Partners, gaining as much exposure to different projects and clients over the two years as possible.







I am currently in the Specialist Valuation team. I have been at Gerald Eve for almost 2 years now and what a journey it has been so far! I began my graduate scheme journey by moving from my home city of Birmingham to London.

**Umama Haque,**  
**Assistant Surveyor**

## DIVERSITY AND INCLUSION

At Gerald Eve we understand that people are happier, more motivated and perform better when they can express their own identities. Ensuring that we can all be ourselves while working as a team in an open and supportive environment, simply makes good business sense. Gerald Eve's Equity, Diversity and Inclusion (ED&I) Committee is sponsored by our Senior Partner Simon Prichard and made up of people from across our business.

Central to our culture is the ability for everyone to express their own identity and to truly be themselves. Having an inclusive workforce with diversity of background, experience and thought, bring innovation and creativity and are key to attracting and retaining talented individuals. We value diversity and strive to ensure everyone is valued and respected, and that we reflect the communities we work in.

Gerald Eve were one of the early adopters of the RICS Inclusive Employer Quality Mark signalling our commitment to improving inclusivity by adhering to the six key principles as set by RICS. Gerald Eve partners with external diversity networks such as Stonewall (LGBT charity), Changing the Face of Property, Change 100 and Women in Property.

We are a partnership open to change. Diversity and inclusion are centre stage for the benefit of employees and our long-term client relationships.

**Simon Prichard**  
Senior Partner



**Stonewall**

CHANGING THE FACE OF  
**property**



**Women  
in Property**  
Aspire • Succeed • Inspire







## WORK EXPERIENCE

We offer full time paid work experience, predominantly to those in their 2nd and 3rd year of university. Our opportunities may be based across other offices, however the vast majority will be based in our London West End office.

We are open to applications from students from all backgrounds and disciplines, however if you are not currently studying a property related bachelor's or master's degree, you will need to demonstrate your interest and commitment to a career in property. Our work experience students get stuck in from day one and have access to Partners. There are opportunities to attend site visits and client meetings, as well as to gain experience of writing reports and carrying out research.

Applications open throughout the month of March on our career's website, with the placements occurring between May and September.

/// Gerald Eve is a great place  
/// to work because of the  
/// people. The office  
/// atmosphere is always both  
/// friendly and welcoming

/// **Felicia Cunningham,**  
/// **Senior Surveyor**











## NON-COGNATE APPLICANTS

You don't need to have an undergraduate degree in property to join our graduate scheme. We support 'non-cognate' applications (a graduate without a RICS/RPTI-accredited degree) and offer sponsorship through the qualification while you work. You will need to attain a postgraduate property qualification accredited by RICS to qualify as a Chartered Surveyor or the RTPI to qualify as a Chartered Town Planner.

You will need to demonstrate your decision to become a Surveyor or Planner is informed and considered, and gaining property related work experience is a great way to show you know what the job involves and is evidence you want to work in the profession. Likewise non-property related work experience is also valuable for developing soft skills. An awareness of the property market and the various routes into the profession is also beneficial.


There is both a Chartered Surveyor and Chartered Town Planner Apprenticeship route to attain either a BSc or MSc if eligible, which is a great option for non-cognates. You would be able to join a graduate scheme and receive workplace training and development alongside undertaking the APC, with the end result being that you qualify MRICS or MRTPI. As an apprenticeship-levy paying employer, this would be of no cost to you.







## APPLICATION PROCESS

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- Complete the online application for the relevant graduate role. The deadline for Planning and Surveying applications is mid-November.
  - You will receive an automatic acknowledgement receipt to let you know we have received your application successfully. Be careful not to accidentally withdraw your application. Once it's submitted, you can't edit your application.
  - We will contact all applicants to advise the outcome of their application. If you have not heard from us, it means we are still reviewing applications. Note: once the deadline for applications has passed, you will no longer be able to see your application online, but rest assured we still have it.
  - Those successfully shortlisted will be invited to an assessment. These will likely be held in December for Planning and January for Surveying.
  - Successful candidates will join us mid-September.

For more information about our graduate programme, please visit [geraldeva.com/join-us/graduates/](https://geraldeva.com/join-us/graduates/)

## CONTACT US

### Email

[graduate@geraldeve.com](mailto:graduate@geraldeve.com)

### Visit

[geraldeve.com](http://geraldeve.com)



### **Durga Vekaria**

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[Gerald Eve](https://www.linkedin.com/company/geraldeve)

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