



Expect more

2019/20 Graduate Brochure



**FISHER
GERMAN**

Contents

Our graduate programme	3	Meet our colleagues	14
About us	4	Benefits of working for us	16
Our people	5	Meet your graduate team	18
Rural	6	Our community	20
Utilities & Infrastructure	8	Interested?	21
Commercial	10	Final word	22
Planning & Development	12		

Our graduate programme

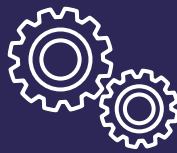
Through our six sectors, Fisher German cover a wide variety of work. This ensures you receive exposure to many different areas and we will encourage you to specialise in work which interests you.

You will be fully supported throughout your training and the APC process and will have a dedicated on-site Supervisor and Counsellor. If you are following the surveying route, you will also have access to an off-site APC Doctor who will meet with you throughout your qualification period.

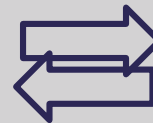
This enables you to:



Network with fellow Graduates and develop your knowledge



Attend career enhancing events such as our firm-wide professional development days



Temporarily transfer to another team to widen your experience



Attend mock interviews with our RICS trained assessors



Regular contact with your APC team to advise and guide you through the start of your career



Be continually assessed to ensure we are able to provide you with the best possible foundation to your career

Our vision

To always add maximum value through understanding, creativity and excellence

Our values



PIONEER

We launch and develop new initiatives ahead of the competition to add value for all.



EXPERT

We have the knowledge to deliver expert services to all our clients.



TRUST

Trust is the foundation on which our company is built, which is shared between colleagues and gives confidence to our clients.



DRIVEN

we are motivated to drive forward in a clear and considered way to achieve our goals.



There are
600
people in the firm and
60 partners

About Us...



We have had a
100%
APC success rate
over the last sessions

Over the last five years, our pass rate has been **94.4%**.

We have taken on
40
summer and placement students over the past two years



We have had **four people shortlisted** for RICS Young Surveyor of the Year in 2019/20 and **won the Land Category (Urban & Rural)** last year.

We have also won an award as the **East Midlands Planning Consultancy of the Year**

We have a
93%
success rate on all planning applications

The national average is **88%**

Only one thing
makes us who we
are, and that's

our people

We like **open and honest** colleagues who are both an **individual** and an **integral team member**. We're looking for people who ask the right questions and have the **ability to network** and build relationships with colleagues and clients alike. We value **independent thought**, and **communicating** your idea, no matter how small, will prove you have the **motivation** to succeed!

**We want your dedication,
unique skills and attributes.**



Rural



Our client relationships are built on expertise and trust and we continue to strive to ensure that we employ the right people.

David Merton
Rural Sector Head





Offering a national service, Fisher German's Rural Sector is at the core of our business, with many long-standing client relationships.

We are actively involved in all English counties, advising on over 750,000 acres of estate land and directly managing farm businesses, totalling more than 100,000 acres.



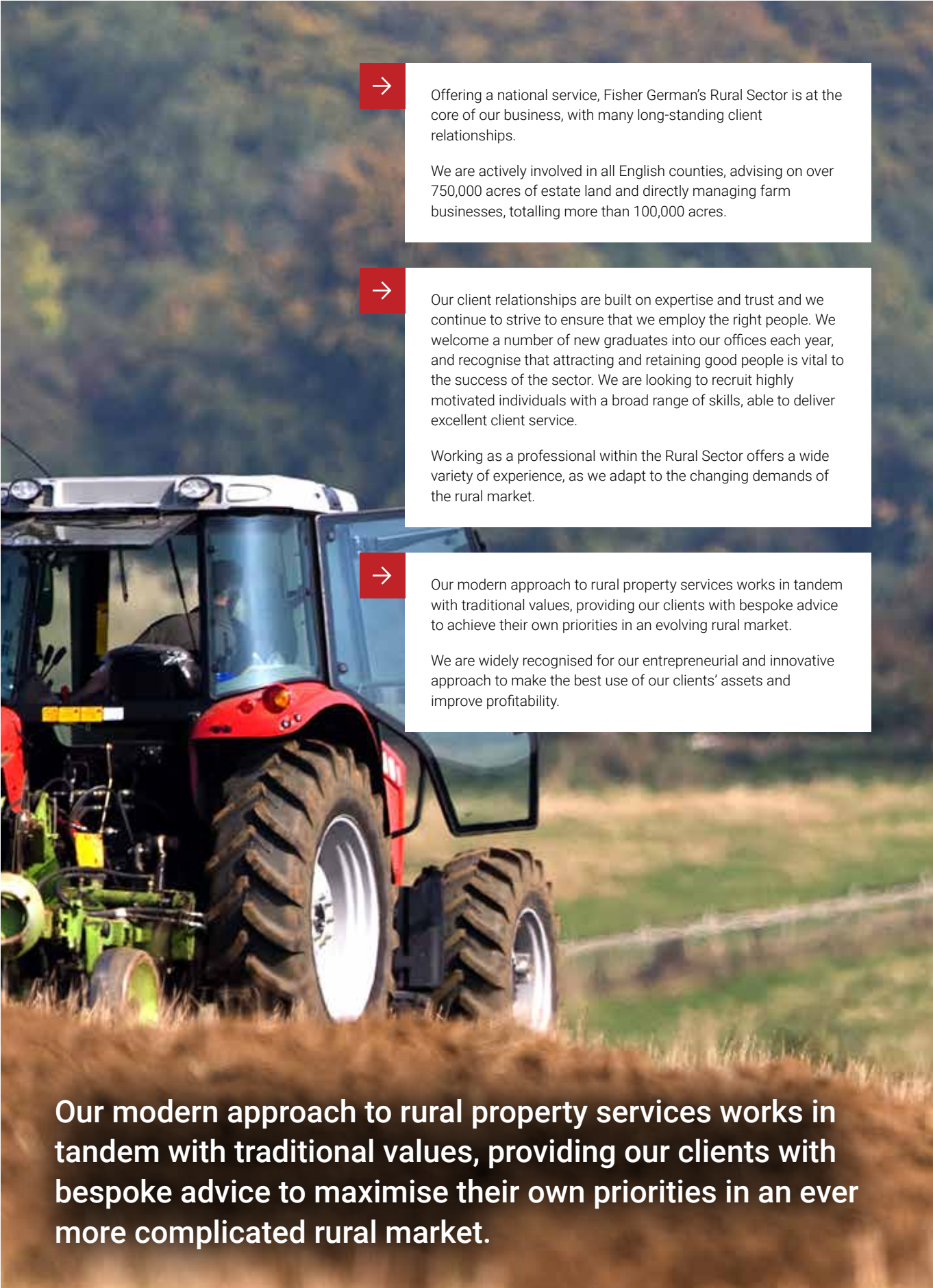
Our client relationships are built on expertise and trust and we continue to strive to ensure that we employ the right people. We welcome a number of new graduates into our offices each year, and recognise that attracting and retaining good people is vital to the success of the sector. We are looking to recruit highly motivated individuals with a broad range of skills, able to deliver excellent client service.

Working as a professional within the Rural Sector offers a wide variety of experience, as we adapt to the changing demands of the rural market.



Our modern approach to rural property services works in tandem with traditional values, providing our clients with bespoke advice to achieve their own priorities in an evolving rural market.

We are widely recognised for our entrepreneurial and innovative approach to make the best use of our clients' assets and improve profitability.



Our modern approach to rural property services works in tandem with traditional values, providing our clients with bespoke advice to maximise their own priorities in an ever more complicated rural market.

Utilities & Infrastructure



The sector offers a diverse and interesting opportunity to those who wish to challenge their perception of what a rural Chartered Surveyor does. Join us and find out!

Clare Phillipson
Regional Managing Partner, Utilities & Infrastructure Sector





Our highly efficient teams are leading providers of property related management and project services, covering all areas of the sector, including: water, oil, gas, electricity and fibreoptics. We manage over 4,000km of pipelines, and 2,900km of fibreoptic infrastructure. In addition to this, we provide project management and advisory services on small and large scale projects to include: land referencing, valuation, access and rights liaison, land acquisitions and disposals, compulsory purchase, including Development Consent Orders, compensation negotiations and dispute resolution. We drive improvement, manage risk and build relationships whilst always striving to add value in everything we do.



Our graduates are given immediate project responsibility with direct interface with our National clients. As such, we are looking to recruit enthusiastic and highly engaged graduates who see the opportunity in every challenge and who will continue our tradition of innovation and exceptional levels of client service. Being a graduate in the utilities and infrastructure sector will provide outstanding opportunities to gain MRICS status following either the rural or land and resources pathway and also FAAV qualification. After this, there is the ability for rapid career progression, with genuine partnership prospects. We offer a diverse and interesting opportunity to those who wish to challenge their perception of what a rural Chartered Surveyor does. Join us and find out!

We are leading providers of specialist property related management and project services with over 100 years' experience in the UK utility and infrastructure sector.

Commercial



Our commercial sector is expanding rapidly with over 120 staff working across the UK. We are looking to recruit the most innovative and personable graduates to join our business at this exciting time

Duncan Bedhall
Commercial Sector Head





Fisher German has a fast growing commercial team and now numbers 120 across the UK, with offices from Glasgow to Southampton. The firm is looking to expand this sector further and is looking to recruit the brightest and most ambitious graduates to assist in realising our ambitions.



We are different to the big multinational firms, as we are generally located on the edge of major conurbations looking inwards. We value accessibility to our clients and the assets upon which we advise. However, there is the same expertise, level of support and training you would expect from a major practice. Our client list may surprise you and includes many 'blue chip' property companies, asset managers and funds.



If you join Fisher German's Commercial Sector, before long, you will have significant responsibility and exposure to a wide range of property types. This may be sooner than you would expect, however, if you have the ability, we will ensure that you work on projects to match your skills.



We are a friendly company and have a lot of firmwide social events, giving the opportunity to mix with other graduates across the firm. We also encourage our graduates to engage fully with the wider property community, including, for example, The Industrial Agents Society and The Investment Property Forum.

Fisher German is a great alternative to those not wanting to follow the well-trodden route to the London firms. Sometimes, it is 'better to take the path less followed'.

Planning & Development



Graduates play an important role across all of our planning teams. At Fisher German our Planning Graduates work on a wide variety of projects across a range of sectors - no two days are the same! Our Graduates have autonomy over their projects from a very early stage in their career at FG. These factors and working in great teams are consistently reported as to why they enjoy working for FG.

Liberty Stones
Head of Planning





Development

We work on residential, mixed use, commercial and retail schemes, which involves formulating site specific strategies for the promotion of land, whether this is progressing planning applications for short term opportunities or making representations to emerging local plans for the longer term. The team project manages consultants as well as facilitating public consultations with the community and key stakeholders.



Utilities

The Utilities planners work on infrastructure projects for the water, oil, electricity, gas and minerals sectors across the country. Our work involves devising robust strategies to secure the most time and cost effective solutions to delivering planning compliance for complex projects. We advise on permitted development rights and compliance with Environmental Impact Assessment regulations. We have a high caseload of planning applications, involving close liaison with engineers, consultants and planning authorities.



General Practice

The teams, based in Ashby, Bedford, Worcester and Chester, work on a very diverse range of planning projects providing advice to traditional farming and estate clients, along with businesses and private individuals. We assess the feasibility of small projects through to full estate reviews. The teams regularly resolve enforcement issues, deal with listed building applications, develop schemes with the design team and work closely with environmental consultants, particularly ecologists.

**Our team is split into three areas:
Development, Utilities and General Practice, serving private,
public and corporate clients.**

Meet our colleagues



Sophie Mockler
Graduate Surveyor



I joined Fisher German in 2018 whilst I was completing a post graduate masters at Harper Adams. The career progression and excellent APC training programme are next to nothing coupled with the fun and supportive team I work with makes every day enjoyable. I work in the Utilities team in the Banbury office concentrating on Thames Water and National Grid work. Each day brings on new challenges which ensures variety and give me the experience and knowledge required to carry out my work. Fisher German has multiple sectors within the firm which is important to gain the experience and knowledge required to pass my APC and CAAV exams.



After graduating from Harper Adams University, I joined Fisher German at their Market Harborough office in the Farms department, starting my journey to becoming an Agri-business Consultant. I was instantly attracted to Fisher German from the friendly atmosphere I witnessed within the interview process and countless positive reviews of the firm I had received.

I feel very fortunate to have such a variety of work within Fisher German, with numerous opportunities to travel the surrounding counties meeting new clients and building relationships. My day-to-day work includes environmental schemes, grant applications and financial budgeting, as well as the responsibility of farm management which continually builds my confidence and knowledge to becoming an agribusiness graduate.

I feel a valued part of the business and I am confident I will be given every opportunity possible to develop my career.



Nick Wright
Agri Business Graduate



James Clempner
Apprentice Surveyor

3

I joined Fisher German a handful of years ago in a short-term maternity cover role. During that time, my admiration for the company, culture, colleagues and development opportunities led me to seek out a permanent role here. Since doing so, the opportunity arose to undertake a Degree Apprenticeship alongside my role within the Commercial Sector. My day-to-day role involves handling the majority of Commercial Agency instructions for the North West region, along with assisting in General Professional work, from Loan Security or Statutory Valuations to Lease Consultancy. Now, nearing half way through the process, I am preparing for the APC and am confident in the level of support and guidance on offer from FG and the incredibly experienced Graduate team. The opportunity to network, both professionally and socially, with colleagues from all 25 of our offices provides a fantastic opportunity to grow both my network and knowledge base.

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I studied BSc (Hons) Real Estate at the University of Reading where I completed a six week summer placement at the Fisher German Thame office. Following this, I was offered a graduate role in the Doncaster Rural team and started in September 2018. The renowned APC training programme, welcoming atmosphere and variety of work were the key reasons for me choosing FG.

My current role is diverse, advising private landowners/farmers, tenants and large corporate companies on a range of both professional and estate management matters. Every day is different and can include overseeing the day-to-day property management of a significant minerals company's rural portfolio, organising a farm machinery auction or selling rural property.

I am now approaching my second year as a Graduate Surveyor and have found that the role and level of responsibility have surpassed my initial expectations. I enjoy working in a modern open plan office alongside our Commercial department and among senior partners. To date, I have developed very well-rounded APC experience and have found everyone at FG to be so willing to help.




Ginny Banham
Graduate Surveyor

Benefits of working for us




Relocation

We will contribute up to £1000 towards relocation costs, if required



Car

Once qualified, you will have the choice of either a company car or the equivalent cash allowance



Help with travel costs

We will contribute towards your travel expenses when attending interviews



Charity of the Year

We hold plenty of events throughout the year in aid of our Charity of the Year, so you can join the fun!



APC

You will get comprehensive APC support from our dedicated team



Training

We hold designated graduate training days



Study leave

You will get paid study leave for APC/MRTPI and CAAV exams

Flexible working

We offer flexible working across the business

Professional fees



We will pay for fees relating to your role, such as membership fees



Pension

When joining, you will be enrolled into our pension scheme, which we contribute part of your salary towards

Holiday

You will have a starting holiday allowance of 25 days, which will increase over time



Employee Assistance Programme

This is a programme designed to support your health and wellbeing, free of charge

Young Surveyor of the Year

Our young surveyors are nurtured well enough to be nominated for Young Surveyor of the Year, and we produce winners



We have teamed up with Audible, to provide audiobooks to colleagues as a new way to access learning and development resources on a variety of subjects



Holiday trading

During the trading window, you can buy and sell annual leave, to best suit your holiday plans for the year



GoFish!

GoFish! is our exclusive portal which enables you to save money as you shop

Meet **your** graduate team



Ruth Ofield MRICS FAAV, Partner
Grad Team Role: Head of Graduate Team and Graduate Recruitment

Fisher German are absolutely committed to recruiting the best people. We have developed an unrivalled training programme to enable every graduate, no matter what their role, to achieve their full potential and go on to develop their careers through the firm.

I have been lucky enough to experience this first hand, having joined as a graduate, and progressed through the levels to now lead on graduate recruitment.

I am proud to have this role and love meeting so many enthusiastic and talented people who really are the future of the business: we would love you to come and join us!



Jack Healy MRICS FAAV, Associate Director
Grad Team Role: Recruitment and Mock APC Assessment

Upon graduation from Harper Adams, I joined Fisher German in 2013 as a Graduate Surveyor, as part of the Utilities and Infrastructure sector. Five years on and I am now an Associate Director in the Rural sector. My current role is diverse, including general professional practice instructions and estate management for both traditional and corporate clients. As part of my role, I assist with graduate and placement recruitment as well as working closely with the APC team during the internal mock APC process!



Tiffany Salmon MRICS FAAV, Associate Director
Grad Team Role: Training and Mock APC Assessment

Having joined Fisher German in 2012, my day to day work has evolved considerably and I am lucky enough to work on large utility contracts whilst also managing a traditional rural estate. In addition, I am involved with Fisher German's Mock APC process and examination which is very rewarding and have taken over the organisation of the three annual graduate training days. These days are invaluable to help support candidates through the APC process at the same time as offering practical examination and professional experience.'



Having worked within Fisher German's National Utilities and Infrastructure Sector for ten years, prior to moving over to the HR Team, I have an in-depth working knowledge and understanding of the business and its people.

I am lucky enough to experience first hand the evolution from nervous graduate attending for interview to confident qualified professional.

Watching that individual development and seeing our people become trusted advisors and leaders in their specialist area is one of the most rewarding elements of my role.'

**Amanda Davies ASSOC
CIPD, HR Manager**

*Grad Team Role: Graduate
Coordinator and Initial Point of
Contact*



I graduated from the RAU in 2016 following completion of a summer placement with Fisher German in the summer of 2015. I joined the Ashby office where I went on to pass my CAAV exams in 2017 and APC in 2018. I now work in the Worcester office rural team doing predominantly rural estate management. Within the Graduate Team, my role is to oversee and manage the mock APC assessments. This involves everything from arranging dates, selecting assessors and overseeing assessment days. The mock assessment process is there to ensure that you, as a candidate, are ready and prepared to undertake the RICS assessment and my role is to ensure this process is as smooth running and organised as possible for everyone involved.

**Olivia Yates MRICS, FAAV,
Surveyor**

*Grad Team Role: Oversee and
Manage the Mock APC
Assessments*



I have been with Fisher German for almost 15 years and seen the company expand significantly. The planning team has grown massively in that time from just 1 person to six teams with a total of 24 planners. Whilst we have specialist teams, we ensure our graduates get a broad range of experience for their RTPI Membership. As well as supporting planning graduates, my role is to ensure surveyors understand and have an opportunity of planning experience for their APC.

**Kay Davies MRTPI,
Partner**

*Grad Team Role: Planning Advice
and Experience*



Our community

We expect you to work hard – let’s be honest, now and then there are periods of intense effort; that’s the nature of the job.

The reward for your hard work is the opportunity for play time too. Each of our offices hold various social events, fundraising activities, charity work and some notorious Christmas parties!

In addition, we hold firm-wide activities too, like our inter-office cricket and rugby tournaments.



Interested?

Then you will need to know how to apply:

→ Step 1

Apply online at fishergerman.co.uk/careers/graduates
We simply ask for a few contact details, a covering letter, a CV and for you to answer a couple of questions.

Closing date:
December 6 2019

→ Step 2

If successful, we will invite you to come for an interview. They will be held at our Ashby de la Zouch office on the following dates:

12 December 2019 (Placements)
2 January 2020
3 January 2020
8 January 2020
9 January 2020

→ Step 3

Second interviews will be held shortly afterwards at an office we believe will be most suited to you

→ Step 4

If you are successful, you will begin with us between July and September 2020



Final word

from our Managing Partner, Andrew Bridge

3

Here at Fisher German we have personality. We are not a faceless organisation, we are a great firm with a long history. We are proud of that and work hard to do it justice.

I started my career with Fisher German as a graduate surveyor back in July 1995, so when we talk about our graduates today, it's a subject very close to my heart!

Working at FG has provided me with such a breadth of experience; from Estate Management, Utilities and Infrastructure before being appointed Chief Operating Officer in 2014 and Managing Partner in April 2019.

When I look at how Fisher German has progressed over those years; its substantial growth, even during an economic downturn, I am extremely proud of the organisation we are today.

That growth doesn't happen by accident. It happens by providing the right strategic direction, excellent financial management and, above all, by having outstanding people, in the right roles and allowing them to be the best possible version of themselves, across the whole organisation.

For us, it is about finding people who have a passion for their chosen careers, share similar values and inspire others. Don't for a minute think that we are looking to recruit clones or robots - we would not be the entrepreneurial and innovative firm we are today, if we did!

Here at Fisher German we have personality. We're not a faceless organisation, we are a great firm with a long history and exciting future growth plans. We are proud of our past and our present and work hard to do it justice.

We are trusted business advisers as well as surveyors. We help our clients achieve what they want and create opportunities they didn't know existed.

Above everything, we recognise that everyone is unique and that you have choices. I would strongly recommend you do as much research as possible to find the right organisation for you.

Andrew Bridge
Managing Partner



**All chartered
surveyor firms are
not the same; it is so
very important to find
the right firm for you.
Build a career with a
firm you love and you
will never work a day
in your life!**

1	Ashby de la Zouch
2	Aycliffe
3	Banbury
4	Bedford
5	Birmingham
6	Canterbury
7	Chester
8	Cwmbran
9	Doncaster
10	Glasgow
11	Head Office
12	Hereford
13	High Wycombe
14	Hungerford
15	Knutsford
16	London
17	Market Harborough
18	Manchester
19	Newark
20	Newcastle
21	Rotherham
22	Stafford
23	Southampton
24	Thame
25	Worcester

