



Graduate Brochure Fisher German 2018/19

We understand graduates

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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 developing events such as our firm-wide professional development days

Temporarily transfer to another team to widen your experience

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 be the best at what we do, as judged by our clients and colleagues

Our values

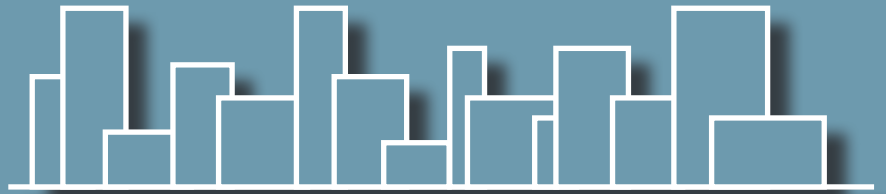
Simplicity
Commitment
Professionalism
Entrepreneurialism
Empowerment
Pride

About us

There are c450 people in the firm



We have 16 offices across the country



We have had a consistent year on year increase on the number of graduates the company takes on



We have a

93%

success rate on all planning applications - the national average is 88%

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



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

We have taken on

45

4

summer and placement students over the past two years



We have had four people shortlisted for RICS Young Surveyor of the Year in 2018/19 and won the Valuation category last year.

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

**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



RURRAL

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 48 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.

As a Sector, we continue to grow in strength. 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.

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. Through project coordination, we are able to deliver a range of integrated professional expertise by drawing on, when needed, the firm's specialists in planning, building surveying and sustainable energy, as well as liaising effectively with other external consultants including financial and legal advisors.

The high level of communication within the Rural Sector, together with internal systems and procedures in place, ensures that Fisher German continues to be a leading rural consultant.



Utilities & Infrastructure

Located across the whole of the UK, our clients all vary in nature and have very different requirements. Our specialist expertise ensures that we deliver our services to the highest possible standard.



Giles Lister
U&I Sector Head



Utilities & Infrastructure

Consultancy and project management services

Our team has considerable infrastructure consulting experience, dealing with capital and operational projects. In many respects, we lead the way in designing and developing tailored reporting systems that give improved client access, improved efficiency, cost savings and greater customer satisfaction. Fisher German's long association with utilities and infrastructure demonstrates the strong working relationship we have developed with client and customer alike.

Our highly effective project management services cover all areas of the infrastructure sector. Working closely with our in-house planning specialists, our diverse project management involvement includes:

- Water
- Oil
- Gas
- Electricity
- Fibre optics and telecommunications

Asset management and maintenance

We have been providing managed infrastructure services for 35 years. We have developed a dedicated and experienced infrastructure asset management team to meet the sector's ever-changing challenges and responsibilities.

Our team deals with all aspects of infrastructure management, currently overseeing more than 4,000 km of buried high pressure refined hydro carbon pipeline, coupled with the maintenance support on approximately 1,500 km. In addition, we also provide project management services including: electrical cable management, pipeline maintenance, acquiring land rights for pipeline schemes, compensation and land acquisition advice and settlement of all ongoing claims.

Innovation

We pride ourselves on our innovative approach to the infrastructure sector. We have developed bespoke systems for the management of linear apparatus and for linear project work. These web based systems are always accessible to our clients and allow us to achieve the most cost effective, real-time reporting.

We provide a highly efficient service and excellent value for money because of a market leading innovative approach:

- Dedicated, professional GIS and Mapping team
- PRS and LinePortal offer bespoke database and mapping solutions
- Secure online access to utilises systems
- Live reporting
- Holds data for over 15,000 landowners and occupiers linked to 25,000 polygons



Commercial

‘ The firm is committed to expanding this sector nationally and is looking to recruit the brightest and most ambitious graduates to assist in realising our ambitions



Duncan Bedhall
Commercial Sector Head



Fisher German has a fast-growing commercial team, which is located from Yorkshire in the north to Oxfordshire in the south. The firm is committed to expanding this sector nationally 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 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'.

Commercial



Planning



Our Chartered Planners provide planning strategy advice to deliver high quality development, ranging from barn conversions and reservoirs to urban extensions. We advise on all stages of property development and planning, from feasibility assessments through to representation at appeal. Our clients include private, institutional and corporate bodies, spanning the whole of the UK.



Ben Marshalsay
Development Sector Head



Planning

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

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.

Meet our colleagues

James Borley
Graduate Planner

‘ I was attracted to Fisher German, as a multidisciplinary firm offering such a diverse range of projects. Accompanied by a friendly and team-orientated ethos, they are also supportive of my ongoing studies. ’



'The best thing about Fisher German is the great people I work with. I'm very lucky to have a variety within my work, including estate and property management and other professional work such as Valuations. I rejoined Fisher German as a graduate after completing a 12 month placement from Harper Adams in 2015/16 at the Market Harborough Office.'

Scott Howard Graduate Surveyor

'I joined Fisher German in 2016 because of the excellent APC training programme they offered. I work in the Utilities team in Worcester, working for a variety of large companies, including Severn Trent Water, The Environment Agency, National Grid and Cadent. Two years on and I continue to be amazed by the variety of work that I am involved with and how every day is different. Fisher German provides a friendly atmosphere, with the opportunity to partake in many social activities, which makes it a great place to work.'

Molly Gaden Graduate Surveyor



'After graduating from the University of Reading, I decided to undertake my APC with Fisher German in the Halesowen office, focusing on the commercial pathway. My day to day work, includes being the lead agent on a number of multi let industrial estates and business parks, providing agency and asset management advice to private and corporate clients. I also have responsibility to support a number of professional instructions, including valuation reports for pension funds and loan security, which has aided my experience during my APC.'

Luke Dodge Graduate Commercial Surveyor

'I have responsibility within the delivery of a wide range of utility and infrastructure projects which has provided me with confidence and a varied knowledge to undertake my APC.'

Ellie-May Craddock Graduate Surveyor



Benefits of working for Fisher German



Relocation

We will contribute up to £1k 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!

Training

We hold designated graduate training days

Study leave

You will get paid study leave



APC

You will get comprehensive APC support from our dedicated team



Professional fees

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

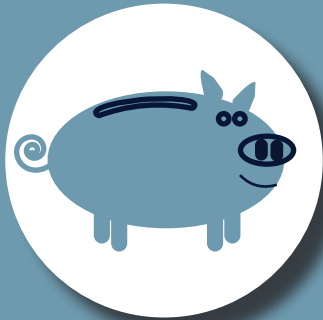


Holiday

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

Pension

When joining, you will be enrolled into our pension scheme, which we contribute 4% of your salary towards



GoFish!

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

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!



Employee Assistance Programme

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



Private medical health care

Once qualified, you will be invited to join our Private Health scheme

Meet your graduate team



'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!'

Ruth Ofield MRICS FAAV, Associate Director
Grad Team Role: Recruitment Lead and Mock APC Chair

'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!'



Jack Healy MRICS FAAV, Associate Director
Grad Team Role: Recruitment 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.'

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



'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 Advisor
Grad Team Role: Graduate Coordinator and Initial Point of Contact

'I graduated from Harper Adams in 2011 and started in the Newark office to begin my APC training as a Graduate. I passed my APC and CAAV assessments in 2013 and later moved to the Stafford office.

In my day-to-day role I work as a general practice Rural Surveyor and Farm Consultant. Every day is totally different, which is key to enjoying this job!

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 the assessment days. This is a very rewarding role and helps Fisher German to ensure that, as a candidate, you are as well prepared as you can be, helping us to get you through the process at the earliest opportunity and keeping our success rates high!



Rob Browne MRICS FAAV, Senior Associate
Grad Team Role: APC Lead



'I have worked at Fisher German since graduating from the University of Sheffield in 2010 and now form part of the Utilities and Renewables Planning Team, based in our Ashby de la Zouch office. I am the representative for our Planning Graduates as well as the first point of contact for any surveyors in the firm looking to gain Planning experience for their APC. '

Jenny Salt MRTPI, Associate
Grad Team Role: Planning Experience Contact and Assessment

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.



TAKING ON THE THREE PEAKS CHALLENGE



FISHER GERMAN'S GOLF DAY, ASHBY



TAKING PART IN A TREASURE HUNT AROUND NEWARK



TAKING PART IN 'DAS FUTBOL TOURNOI' AT BURTON ALBION FC



PLAYING IN LEICESTER TIGERS' TOUCH RUGBY TOURNAMENT AT WELFORD ROAD



FISHER GERMAN'S CYCLE DAY, EVESHAM



MORE TEAM BUILDING!



TEAM BUILDING!



TAKEN PRISONER AT WARWICK CASTLE ON THE COMMERCIAL SECTOR DAY



DOING THE C2C2C 100M BIKE RIDE FOR CHARITY

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

Dec 7 2018

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:

18 December 2018

3 January 2019

9 January 2019

10 January 2019

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 2019

from our Managing Partner, Andrew Jackson

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 with Fisher German as a Qualified Surveyor and my pathway has led me to the role of Managing Partner.

When I look at how Fisher German has progressed over those years, the substantial growth, even during an economic downturn, makes me 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 the best people, in the right roles, 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. We are not 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 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.

We aim to be 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.

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!



◌ When I look how Fisher German has progressed and its substantial growth, even during an economic downturn, it makes me extremely proud. ◌



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