



YOUR FUTURE WITH BROWN & CO

GRADUATE OPPORTUNITIES

YOUR JOURNEY STARTS HERE

Residential. Commercial. Agricultural. Land Agency.

brown-co.com

BROWN & CO

WELCOME TO BROWN&CO

— A FIRM WITH A FUTURE —

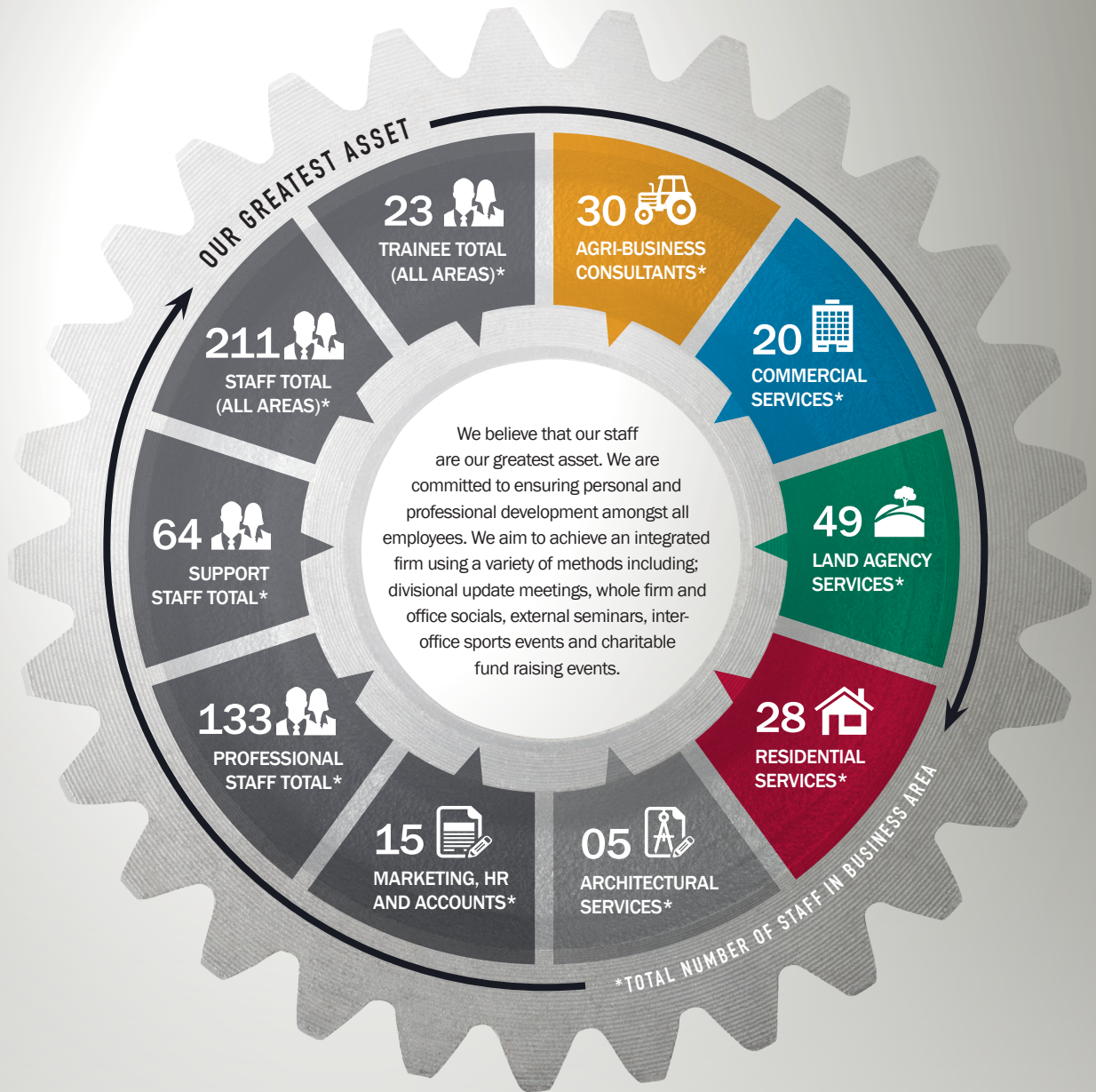
Brown&Co is a limited Liability Partnership with 25 partners assisted by over 170 professionals from fifteen offices throughout Central and Eastern England and on an international scale with offices in Poland and St Lucia.

From a growing network of offices we combine a high level of specialist technical expertise with experience and local knowledge. We are 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.

The firm has a real commitment to build strong, proactive and long-term relationships with both corporate and private clients, for whom we always strive to deliver the very best results and total customer satisfaction.



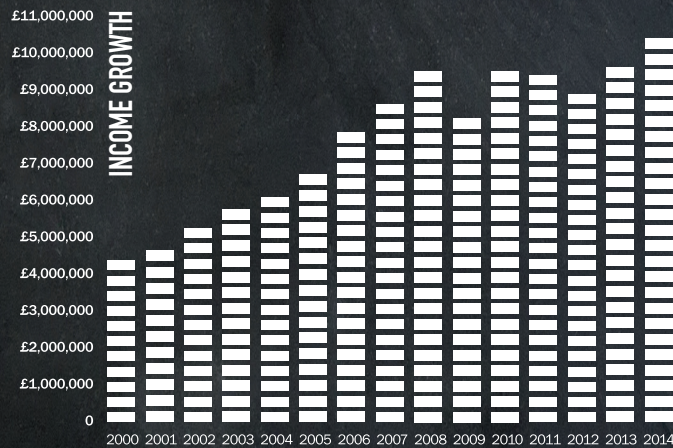
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TUNED IN AND MOVING UP

At Brown&Co we pride ourselves on being tuned in to both the needs of our clients and the ability to provide solutions for them across a hugely diverse business with varied disciplines. We believe it is the combined knowledge, expertise and pure energy from our committed staff across our fifteen offices, that has ensured a healthy income growth since our establishment in 1993. It is this passion combined with our commitment to our next generation of employees that will ensure we continue to develop and expand our enterprise now and in the future.



- OFFICES
- BANBURY
 - BRIGG
 - BURY ST. EDMUNDS
 - GRANTHAM
 - HOLT
 - HUNTINGDON
 - KING'S LYNN
 - LONDON
 - MELTON MOWBRAY
 - NORWICH
 - POLAND
 - RETFORD
 - SHERINGHAM
 - SPALDING
 - ST. LUCIA



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Brown&Co are always
on the look out for bright sparks
- switched on individuals that are highly
motivated and want to excel. We want the cream of the
crop, those that possess the energy and passion to succeed
in their field. We nurture the growth and development of all our
staff so that we may yield reward for our employees and ensure a
positive, exciting and prosperous future for our company.

BRIGHT SPARK?

Each year Brown & Co actively looks to attract a number of graduate entrants to its rural, commercial, farm business consultancy and residential departments. For trainee surveyors the firm offers a structured training programme to enable graduates to complete their chartered surveying qualifications (APC).

Brown&Co can give you the best possible start to your career, so if you think you have what it takes to succeed in our exciting and evolving industry, we want to hear from you!



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RESIDENTIAL PROPERTY SERVICES

The Brown&Co Residential division combines the highest standards of integrity with expert local knowledge to produce the best results for our clients, whilst providing a personal residential service that is second to none. We deal with the full range of residential services including sales, lettings, auctions and professional valuation work. We manage property throughout Central and Eastern England. We have representation in all our offices of which five are sales offices.

We have successfully dealt with a number of highly prestigious sales in the region and our team is committed to securing similar sales in the future. We are members of the London Office in St James Place, providing central representation and active marketing for our clients.

Graduates will gain experience in all the necessary competencies outlined by the RICS. The Main areas of work include:

- Agency - buying and selling
- ARLA (Association of Residential Letting Agents)
- Lettings and management
- Property auctions
- Mortgage valuations
- Building surveys
- Planning and design



COMMERCIAL PROPERTY SERVICES

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, Grantham, King's Lynn, Norwich and Retford.

Some graduates have had the opportunity to move across from the Land Agency division to the Commercial division after completing their APC.

Graduates will gain experience in all the necessary competencies outlined by the RICS. The Main areas of work include:

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



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AGRICULTURAL BUSINESS CONSULTANCY

Brown&Co's Agricultural Business Consultancy (ABC) division is key to the unique services provided to our clients. Changing times require a dynamic approach to business management and we can highlight areas for improvement, which are often difficult to identify from within the business.

The ABC division is growing, with offices in Banbury, Brigg, Bury St Edmunds, Grantham, Huntingdon, King's Lynn, Norwich, Melton Mowbray and Spalding. Some of our trainees have also had the opportunity to work overseas with one of our partners.

The ABC division has a forward-thinking and enterprising approach to our clients' needs, and complements the other services the firm provides. Areas of practice include:

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



LAND AGENCY SERVICES

Land Agency is a fundamental activity of Brown&Co, with ten of our twelve UK offices having a Land Agency department, many of which currently work with graduates 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. In recent years we have also taken 'sandwich students' from Harper Adams University in our Norwich, Bury St Edmunds, Brigg and Melton offices. A wide range of areas are covered in our Land Agency offices, including:

- Agency - buying and selling
- Valuation and estate management
- Agricultural law
- Farm machinery and property auctions
- Compensation and compulsory purchase
- Easements, wayleaves and leases
- Re-Use of surplus assets and redevelopment

As well as general practice, specialties within the firm include; forestry, sporting, minerals, taxation, law and horticulture.



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I joined Brown&Co as an Assistant Land Agent in September 2013 after studying for an MSc in Rural Estate Management at the RAU in Cirencester. Before that, I graduated with an LLB (Hons) degree in Law and had worked in residential Lettings and property management in Sussex and Surrey.

Brown&Co appealed to me because the firm offered a vast range of different services and expertise. I am really enjoying my training and being part of a firm with such a broad range of disciplines and experience. The work is hugely varied. I have been given a good level of responsibility and there is always someone to refer to on tricky issues. The office is very sociable and we have good firm-wide events and training days. Amongst other areas I have been involved with land and farm sales, estate management, planning and valuation. I am working toward my RICS and CAAV qualifications which are fully supported by the firm.

Felicity Hesse, Norwich Office.



Since applying for the position of Trainee Commercial Surveyor in 2014, I have not looked back. I spent five years working within the retail industry prior to moving to Brown&Co and have been involved in many sectors from: management, supplier and colleague development and retail construction.

The diversity and variety of work that Brown&Co offer is definitely motivating. I feel lucky that the firm is sponsoring me to study for my degree so I can receive my RICS accreditation. By working full time and doing distance learning I am fortunate to work with highly skilled professionals in their field, who are always willing to go through complex course elements and offer their advice. Don't get me wrong, distance learning is far from easy but the emphasis the course placed on the importance of theory and strategy being applied to your own individual organisation has already paid dividends.

Nathan Roe, Grantham Office.



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CAREER OPPORTUNITIES

Our graduate training programme ensures that candidates are offered the best possible start to their careers within the firm. We currently have a number of trainees spread across our offices - these trainees work alongside an experienced partner to gain valuable experience in all aspects of their chosen field. This prepares them fully for their final assessment.

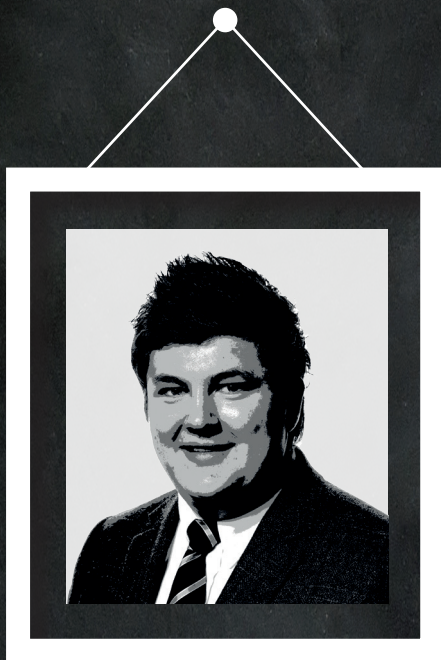
TRAINING

We currently have a number of trainees preparing to sit their Assessment of Professional Competence (APC) and Central Association of Agricultural Valuers (CAAV) exams. We provide full support for our employees throughout the training process by arranging update meetings, presentation training and mock interviews with past examiners. With a number of candidates passing the exams each year, a natural training support mechanism has been created. We cover all training costs, attendance to RICS and CAAV training seminars, RICS Matrix and External events are encouraged.



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Coming from a Lincolnshire farming family, I decided to study Agriculture firstly at Riseholme College and then at Newcastle University. After graduating in July 2014 with a BSc (Hons) degree I focused on the Agri-Business sector when looking for work. I was offered a graduate job at Brown&Co in the Agricultural Business Consultancy division of the firm, which I accepted based on how impressed I was with the range of work undertaken and the presence of the firm throughout the Eastern region.

I started work with Brown&Co in June 2014 and have been involved in many agricultural business matters including; general business management, SPS/BPS, stewardship issues, contract farming, budget / cash flows and labour & machinery costs. I thoroughly enjoy the work and continue to be impressed with the focus and attention which is provided to train and develop graduate employees.

I feel that my knowledge and understanding of the agricultural industry has greatly improved with my time here and I look forward to continuing for many more years in the future.

Chris Sheldon, Spalding Office.



I studied at Harper Adams University in Shropshire during which time I completed my placement year with Brown&Co in Norwich. This year provided me with valuable practical experience in industry and lead to graduate employment with the firm in 2010. I was successfully supported through the APC and CAAV exams, gaining both qualifications IN 2011. Since then, I have become an examiner for the CAAV and progressed my career to the role of Senior Associate. My work has been diverse, enabling me to develop skills across a broad range of disciplines. I have now began to specialise in my particular strengths and been given the remit to shape my own career path.

I consider Brown&Co as a firm where nothing is out of reach; you are rewarded for your efforts, recognised, encouraged to develop and given real progression opportunity. This ethos appealed to me and sets the firm apart. The culture of openness, support and exposure to a variety of work has enabled me to advance my skills and career aspirations. The partners are approachable, welcoming of new ideas and forward thinking making Brown&Co an excellent and exciting career choice.

Ed Plumb, Norwich Office.

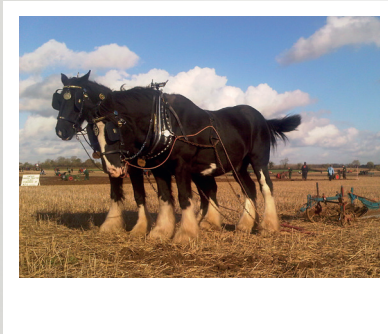


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(SNAPSHOT)

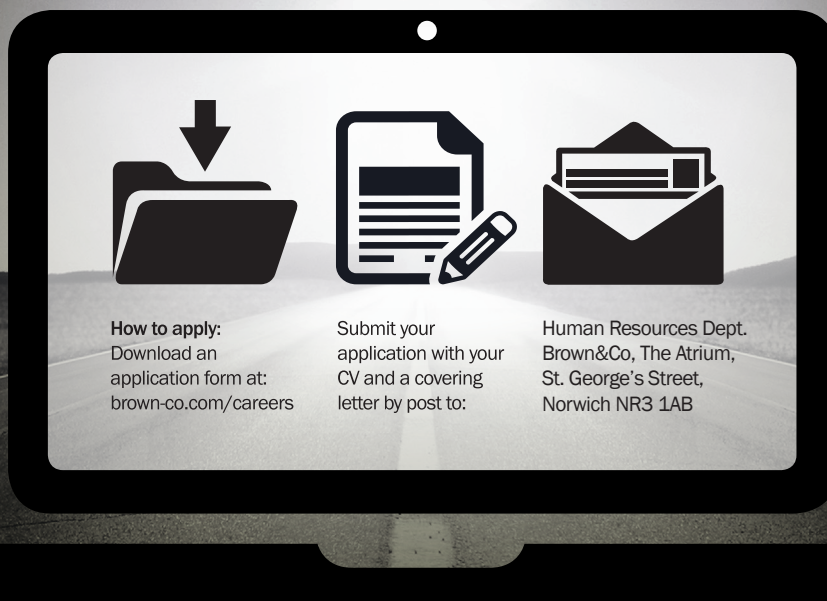
Life at Brown&Co is all about getting stuck in and embracing our ethos of team spirit, comradery and sense of fun. We love what we do and we do what we love - inside and outside working hours. We are into sport, supporting our local communities and rural life. We work hard, play hard and acknowledge our staff as our greatest asset.



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