



Early Careers at Pick Everard

PICK
EVERARD

Deliver better together.



We're delighted that you're interested in starting your career with Pick Everard.

We are always on the look out for exceptional new talent to work within our independent, award-winning property and construction consultancy firm. We have an array of opportunities for placement students, apprentices and graduates and we work hard to provide the support and experience you need to work with us to deliver better solutions to our clients across real estate, infrastructure and the natural environment.

At Pick Everard, we take a customer oriented approach to everything we do and we have a proven reputation for technical excellence. The skills and experience you'll develop here will get you off to the best start in your career within the industry.



We create environments that inspire, perform and deliver real value to local communities. Our work is driven by our collective expertise, skill and purpose.

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Business overview

700⁺

Delivery and support staff

14

Nationwide offices

£68m

2022/23 Turnover

15⁺

Services provided

42

STEM ambassadors

2 year

Development programme

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We deliver complete consultancy solutions across the built environment

Architecture

BIM services

Building services engineering

Civil engineering

Cost and commercial management

Environmental services

Health and safety services

Interior design

Landscape architecture

Management consultancy

Project and programme management

Property and asset advisory

Structural engineering

Sustainability and energy

Water engineering





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About us

Pick Everard provides professional consultancy support to clients across the UK and beyond, through our expert teams located across 15 office locations, and collocated within a number of client offices.

Whether you are joining us straight from school, college or university, you'll find yourself working in a collaborative environment where you can turn your education into practical skills application. You'll work on a range of projects across different sectors, offering you variety and challenge. In everything you do, you'll be included, supported and recognised allowing you to develop an inspiring career.

- London

Leicester

Inverness

Glasgow

Leeds

Manchester

Sheffield
- Derby

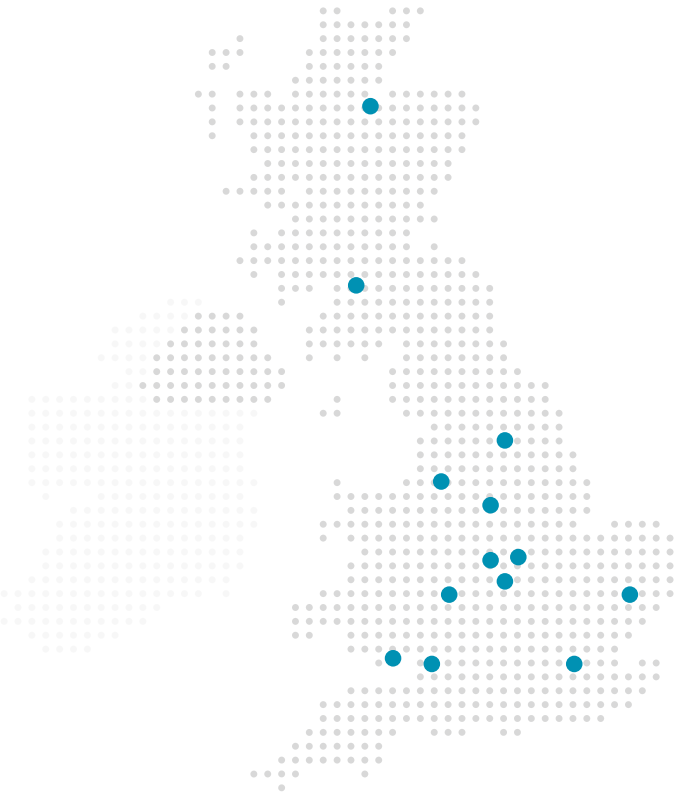
Nottingham

Birmingham

Bury St Edmunds

Bristol

Cardiff



“The attraction and retention of talent plays a crucial role in Pick Everard’s evolution and sustainable success as a business. We know by bringing together new perspectives and mindsets we’ll create a more inclusive environment.”

Elizabeth Hardwick-Smith,
Group People and Culture Director

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“I decided to join Pick Everard for several reasons; I knew from initial research that the partnership has set ambitious sustainability goals, and this is an area which is important to me. Also, when I had my in-person interview, I got on well with the interviewers and they gave a great impression of the business culture.”

Amanda Baillie, Graduate Project Manager



“I have received a lot of support from Pick Everard which I am grateful for, including having an incredibly supportive mentor who has helped me to progress in my career, having colleagues that are willing to support me with anything that I am struggling with and supporting me through my apprenticeship.”

Zeinab Mohamed, Intermediate Building Services Engineer

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Career development

At Pick Everard we recognise that everyone is an individual and we're pleased to offer a holistic learning experience to suit your needs. Our early careers development scheme covers your first two years with us as we support your development in becoming a successful professional within the industry.

We'll welcome you onboard through our corporate induction and right from the outset you'll have mentorship and line manager support as you become immersed in our business and get to grips with our clients. You'll benefit from a range of group learning sessions on key areas such as social value, business fundamentals, communication skills and client management to name but a few.

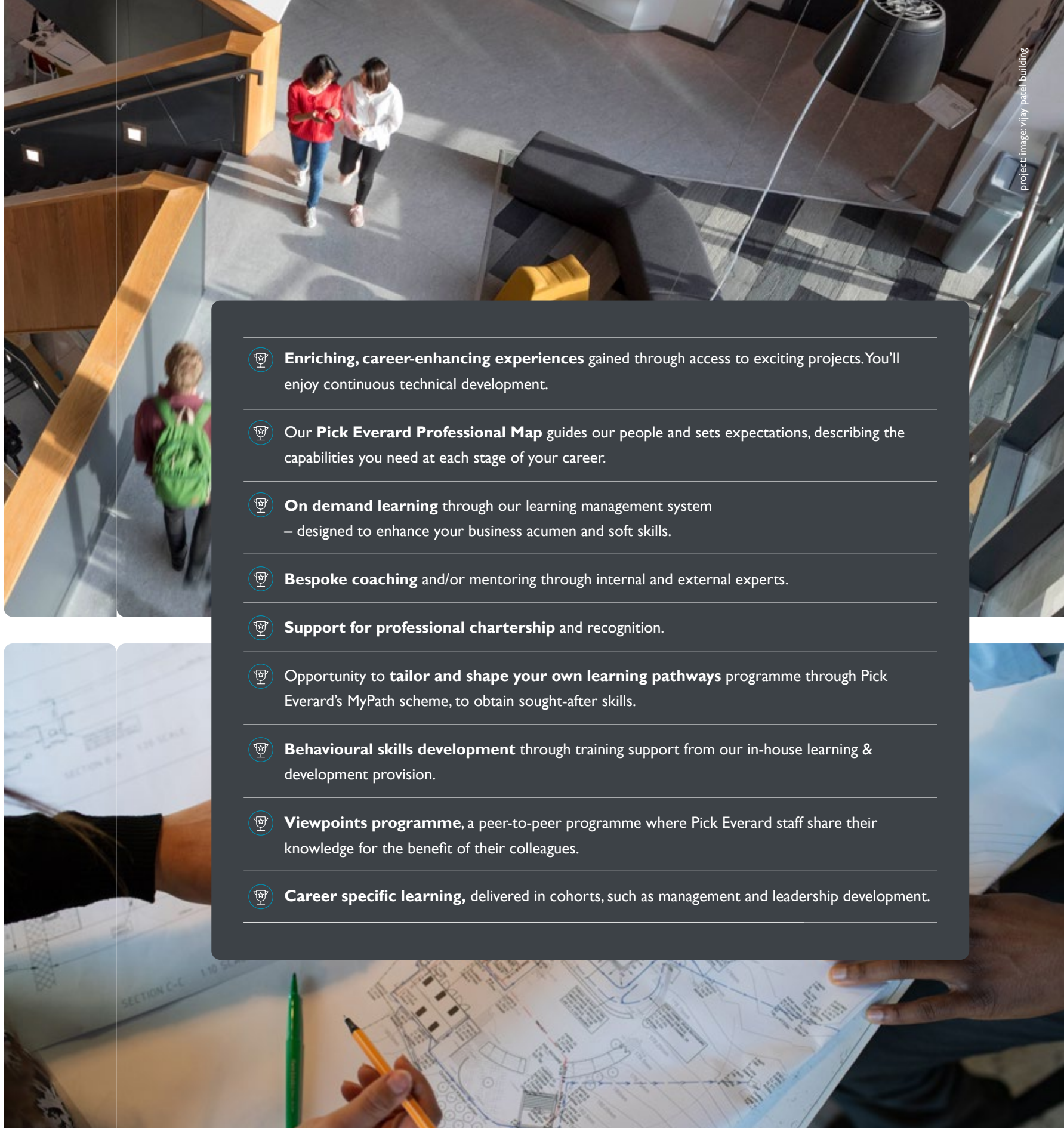
We offer a collaborative environment and you'll learn a great deal on the job, working alongside experts in their field. There's also heaps of opportunities to manage your own learning beyond the core scheme, building your own path of development through various internal and external resources.

Pick Everard is a huge supporter of professional development and we frequently support onward academic and professional qualifications and chartership for our people. The early careers scheme is just the beginning.

We aim to give all of our early career colleagues a 'bright start'. We look to match your curiosity as you leap in to a world of professional consultancy. All of our early careers' new starters will enjoy a earn while you learn approach, pursuing professional qualifications whilst embracing on the job experiences.

There's a clear mentoring structure in place as well as peer group learning. We offer:

-  **Enriching, career-enhancing experiences** gained through access to exciting projects. You'll enjoy continuous technical development.
-  Our **Pick Everard Professional Map** guides our people and sets expectations, describing the capabilities you need at each stage of your career.
-  **On demand learning** through our learning management system – designed to enhance your business acumen and soft skills.
-  **Bespoke coaching** and/or mentoring through internal and external experts.
-  **Support for professional chartership** and recognition.
-  Opportunity to **tailor and shape your own learning pathways** programme through Pick Everard's MyPath scheme, to obtain sought-after skills.
-  **Behavioural skills development** through training support from our in-house learning & development provision.
-  **Viewpoints programme**, a peer-to-peer programme where Pick Everard staff share their knowledge for the benefit of their colleagues.
-  **Career specific learning**, delivered in cohorts, such as management and leadership development.



project: image: vijay patel building

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Pick Everard’s early careers training programme - Springboard

You will receive structured support with chartership, technical training and professional membership from our internal mentors as you work towards achieving your professional accreditation. Our mentors come with years of knowledge and experience to be able to support you in your chosen career path.

Additionally, our Springboard programme will provide you with the support in the development of your soft skills and business skills helping to futureproof your career at Pick Everard. The Springboard programme is aimed at apprentices, graduates and early career professionals and will support you in developing your skills to have a positive impact with us and drive your professional career.

Our two year pathway will ensure you get dedicated support to enhance your skills through formalised training, mentoring, shadowing in areas such as:

- > Technical skills
- > Social Value
- > Personal Effectiveness
- > Winning & Retaining Clients
- > Networking Skills
- > Corporate Social Responsibility

And plenty more.

Career Development 2 year programme

At Pick Everard we recognise that everyone is an individual and we’re pleased to offer a holistic learning experience to suit your needs. Our early careers development scheme covers your first two years with us as we support your development in becoming a successful professional within the industry.



At the end of the 2 year programme your development doesn’t stop there.
We provide continuous opportunities and on-going development to grow and cultivate your knowledge and skills, allowing you to shape your own career. To support we will regularly review your progress on this journey.

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Building our future

We are always looking to build our future by growing our own talent. One way we do this is through our apprenticeship scheme.



“Pick Everard is an incredible place for a new starter to learn, grow and develop.”

Amanda Baille,
Assistant Project Manager

Apprenticeships at Pick Everard are an exciting and rewarding opportunity for you to get hands-on training in one of the 15 disciplines that we specialise in. You will get the chance to put your skills into practice as we believe in providing you with a bright start in your career.

We will assign you an experienced mentor and you will be part of our Springboard programme to help you on every step of your learning journey. As an apprentice at Pick Everard, you will apply your knowledge and skills to real projects with real clients adding real value.



“I have been guided into taking lead on a project”.

Luke Evans,
Structural Engineer





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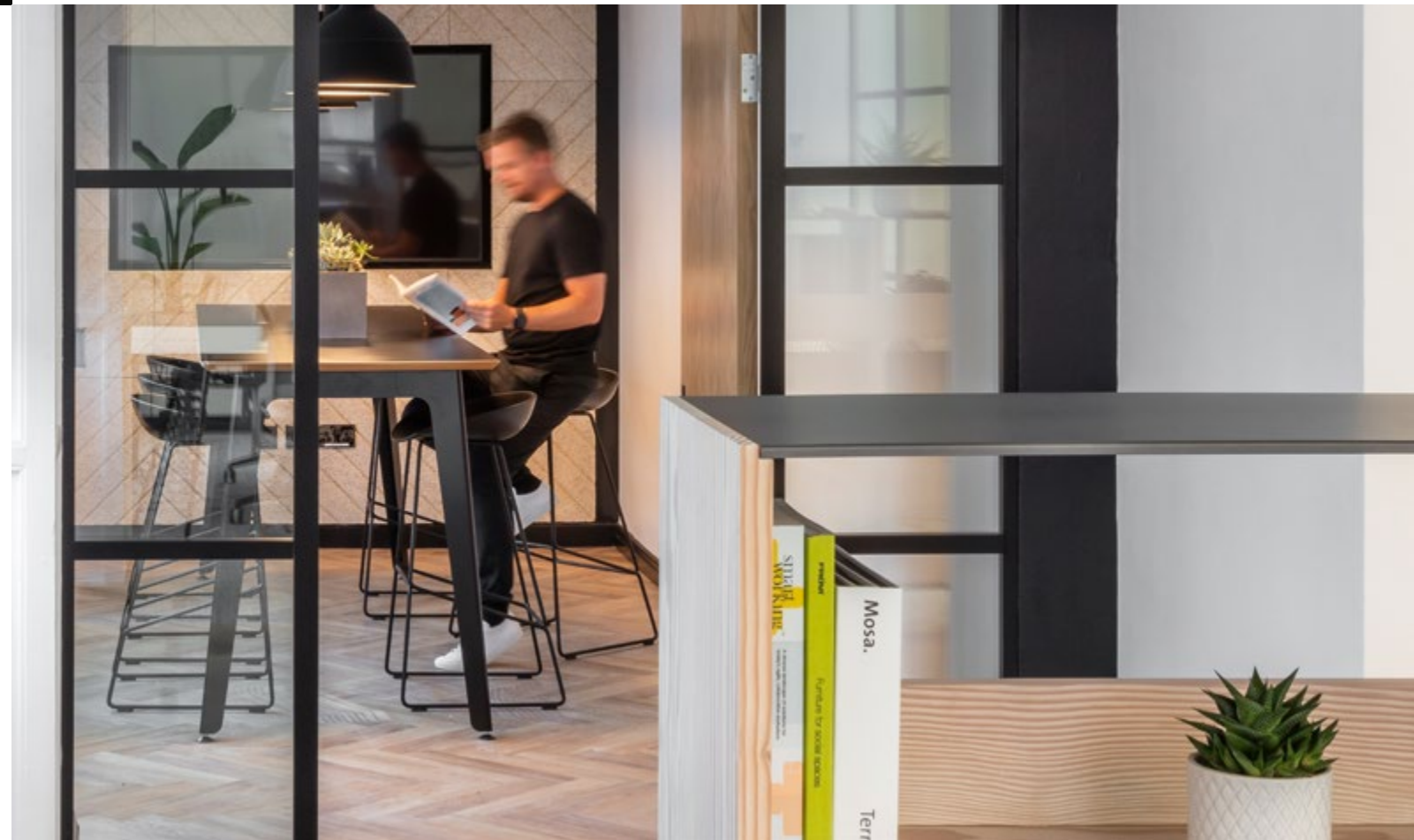
“What I enjoy the most is the trust and support that we are offered. Being surrounded by a group of amazing professionals with diverse backgrounds, we are always encouraged to explore new areas, share knowledge and take responsibilities.”

Shaopeng Xu, Landscape Architect



"Being in a workplace and an environment surrounded by highly experienced people with a vast amount of knowledge in different areas in the construction industry will allow me to develop in the best way."

Owen Emery, Assistant Quantity Surveyor



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Employee benefits

We have in place a benefits package which we regularly review. We also pride ourselves on our staff being able to have a good work/life balance and encourage flexibility of working where this is possible.



Encouraging Personal Growth

- Sponsorship for academic and professional courses
- Investment in your career development
- Ample opportunity to showcase your personal achievements through industry and professional networks



Core offering

- Pick Everard Stakeholder or Stakeholder Pension
- Private Medical Insurance
- Life assurance 4 x salary
- Season Ticket Loan for travel
- Flexible and balanced approach to work to enable agile working
- 26 standard days holiday and optional holiday purchasing
- One professional subscription per year
- Cycle to Work scheme
- Recognition for long service with the firm
- Car allowance for Associate Director level and above



Celebrating success

- Spot Rewards
- Team and Company social events
- Employee Referral Scheme
- Being Pick Everard Awards peer recognition scheme



Your wellbeing

- Flexible and agile working
- Staff Discount Scheme
- Access to free financial advice
- Corporate Social Responsibility opportunities
- Enhanced maternity/paternity pay
- Mental Health First Aiders
- Employee Assistance Programme





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Our values

Our values are our guiding principles and fundamental beliefs. They make us function together to achieve a common goal. They communicate our principles to our clients, staff, suppliers and stakeholders. They are unique to being Pick Everard; the way we act and employ people who think the same way.

Being Professional

We act with the highest standards of integrity and respect towards everyone we work with and for.

Being Compassionate

We make every effort to protect our environment and bring about positive change to the communities we serve.

Being Driven

Our curiosity drives us to find and deliver better solutions and more successful outcomes.

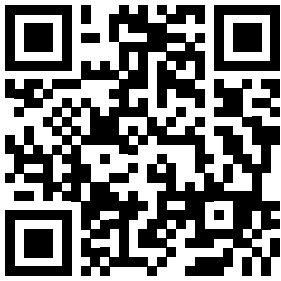
Being Positive

We foster a strong sense of belonging where everyone feels welcome.

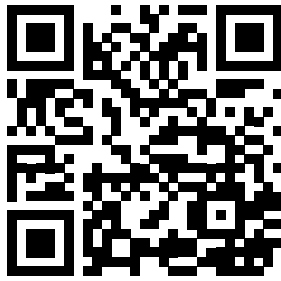
Get in touch.

If you'd like to know more about working here or would like to enquire about our current and future career opportunities please get in touch at:

hr@pickeverard.co.uk



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