



Your career at Pick Everard

PICK
EVERARD

Deliver better together.



Inspiring Careers for Exceptional People

Pick Everard is a fantastic place to work with talented people who are passionate and curious about how we innovate across property, infrastructure and the built environment.

Regardless of the kind of work you want to do, we're committed to providing inspiring careers, and enriching experiences, whilst you work alongside respected experts in your field.

If you have an appetite for making the extraordinary a reality and a desire to make a difference to our business and clients, we invite you to explore our opportunities.



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

Deliver Better Together.



Be part of something meaningful

Our vision for our staff is to create a collective culture, passion and ethos that motivates and drives us to do the right thing, inspiring our people to deliver better outcomes for our clients, delivering excellence and being accountable for our environment.

This spirit drives us in creating inspiring places to work, live or play and within sustainable communities.

Our work environment is inclusive and collaborative – a place where we encourage you to share your ideas and get involved, to enjoy a workplace that is centred around our values of being creative, professional, compassionate, client-oriented and fun. Here, you can shape your own journey and customise your career experience, a place where you can be you.



“We are increasingly recognising the value of our individuality which sets us apart and we’re continuing to build on this and develop a culture for our teams to be even more successful together.”

Duncan Green, Managing Partner

Why Pick Everard?

Our multidisciplinary business offers a unique and rewarding career experience. Here are just a few of the reasons you might consider joining us, to help fulfil our mission and goals.



We have a clear vision

We have a clear, ambitious business plan and a clear vision for what we want the firm to be. Our Mission is that every client, stakeholder, supplier and member of staff enjoys a consistently high standard of service. This requires excellence and we all have our part to play in the drive for continuous improvement as we progress through our plan and develop a culture and team dynamic that sets us apart.



Our people are central to our success

Our key focus is to ensure we are providing the best employee experience possible and being widely recognised as an employer of choice. We have a clear people strategy to ensure that we deliver that. We're constantly looking for best practice and innovation in our people offering and our staff enjoy strong employee voice in providing us with feedback on how we can better attract, develop and retain the exceptional people we enjoy working with.



Strong client base

We offer the opportunity to work with a strong client base, across both the public and private sector, UK wide. Our people have access to multiple exciting projects through our various frameworks. This means you can enjoy an enriching and challenging career with us. You can find out more about the projects we have been involved with here:

<https://www.pickeverard.co.uk/sectors/>



We're multidisciplinary

We are greater than the sum of our parts. Our business is made up of a broad range of professional experts, utilising knowledge, skills and best practice from multiple disciplines to collaborate on our projects. Our people benefit from this broad perspective in their career development and commercial knowledge, coupled with enjoying a varied experience in work. Our clients in turn, benefit from greater innovation, efficiency and better solutions from our diverse thinking, which we're very proud of.



Direct access to decision makers

Our business structure enables all of our people to have direct access to decision makers and owners of the business who encourage an open culture. If you have a great Idea, we like to hear about it. We're proud to say that we are autonomous and dynamic when it comes to taking key decisions. All of our Partners are experts and leaders within the industry and demonstrate vision and passion when it comes to our business.



We care

We have a compassionate culture, and we care about the communities and environments we operate in. Our client promise includes championing the sustainability agenda and maximising social value. All of our people play a part in achieving this. We are also proactive in STEM initiatives, employee wellbeing and promoting diversity and inclusion. Pick Everard is a place where you can be you.



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.

Professionalism

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

Compassion

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

Drive

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

Positive

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

Diversity and inclusion

Pick Everard's work in diversity, inclusion and belonging is an extension of our core values. We believe diversity is a catalyst for innovation and better solutions. It fuels stronger results and elevates our business growth. It connects us closer to our clients and affords us access to new talent and untapped skills.

We're building a culture where difference is valued and where all people are welcomed no matter who they are or what their background, discipline or perspective. We encourage diverse views from all our staff and operate a meritocracy. We're driving an employee experience where everyone feels empowered to bring their full, authentic selves to work.

We have in place a 13 point Diversity and Inclusion plan that we are proud to be working through with the ultimate aim of supporting even more of our great talent to thrive.



“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**





project image: vijay patel building

Where you fit

The Practice supports clients across the built environment through a number of services; we offer a range of advisory, design and management services to ensure clients requirements are fulfilled in the quickest and most efficient manner. Our internal Human Resources, Strategic Development, Information Technology and Finance teams provide the support and expertise necessary for our technical teams to deliver quality services and outcomes for our clients.

- ADVISORY SERVICES | ARCHITECTURE | BIM CONSULTANCY | BUILDING SERVICES ENGINEERING
- BUILDING SURVEYING | CIVIL ENGINEERING | COST MANAGEMENT | ENVIRONMENTAL CONSULTANCY
- FACILITIES MANAGEMENT | HEALTH AND SAFETY SERVICES | INTERIOR DESIGN | LANDSCAPE ARCHITECTURE
- PROJECT MANAGEMENT | STRUCTURAL ENGINEERING | SUSTAINABILITY AND ENERGY CONSULTANCY | WATER ENGINEERING

CLICK HERE TO GO TO CURRENT OPPORTUNITIES



Your Career

We encourage and support both your professional and personal development through lifelong learning, individuality and choice.

Importantly, we recognise that each individual needs something different. We look to ensure a sense of fluidity and broad opportunity in the business, so that our exceptional people can carve a path for themselves. If, for example, you have a great idea for a better solution or establishing an emerging service, we'll encourage you to talk to us about it.

Every person has the ability to influence and shape the future of Pick Everard and that's what makes us different.

To support your unique journey, we'll provide you with the learning, experiences and coaching that will help you achieve your full potential as you progress through the business during your career. You will have access to:

-  **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.





What it's like to work here

Don't just take our word for it. As part of our Being Pick Everard series, we've asked our staff what they think about working at Pick Everard. Click on the individual's profile below to find out more or visit our **website blog section** to read more.



Aarti Raj
Director for
Cost Management



Amanda Baillie
Graduate
Project Manager



James Hymers
Associate Director for Health
& Safety consultancy



Emelye Kenyon
Associate for
Environmental Engineering



Anna Bly
Director and Head of
Interior Design



Shaopeng Xu
Chartered Landscape
Architect

Our work-life blend

Central to our commitment to become an Employer of Choice is providing a balanced, enjoyable total reward approach to our rewards and recognition. We look beyond salaries and benefits to ensure you'll benefit from an environment where you are encouraged to fulfil your sense of purpose and enjoy positive levels of wellbeing.



Core offering

- Flexible and hybrid working
- 26 standard days holiday and optional holiday purchasing
- Stakeholder Pension Scheme
- Private Medical Insurance
- Life assurance 4 x salary
- Season Ticket Loan for travel (London Only)
- One professional subscription per year
- Cycle to Work scheme
- Recognition for long service with the firm
- Car allowance and parking for Associate Director level and above



Celebrating success

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



Encouraging Personal Growth

- Sponsorship for academic and professional courses
- Investment in your career development
- Continuous learning opportunities
- Coaching and mentoring



Your wellbeing

- Staff Discount Scheme
- Eye care
- Access to free financial advice
- Corporate Social Responsibility opportunities
- Enhanced maternity/paternity and adoption pay
- Child care scheme
- Mental Health First Aiders
- Employee Assistance Programme



What we're looking for

Recruiting the right talent is important for the Practice to strengthen talent density, protect our culture and ensure we deliver our dream goals. That's why we're looking for exceptional new talent that is dynamic, tenacious and ready to make a lasting impact on the next part of our story.

We're looking for people who will share in our passions, uphold our core values and apply distinct skills and perspectives to the fullest, each day alongside us. We have a range of key professional behaviours we've developed through the feedback of our people. They reflect what we need and welcome from each other, in order to ensure our collective success. These include: **excellence in engaging people, delivering results** and **developing innovative solutions**.



"If you are interpersonal savvy, have a commitment to performing with energy and drive and are a creative and critical thinker then you have just the qualities we need."

Hope Thorley,
Talent Acquisition Business Partner

Recruitment and selection process

Your selection process with Pick Everard importantly starts with you and where you see yourself fitting. We therefore encourage you to reflect on all of the most rewarding elements of your experience to date, so that you can create a clear vision of where you wish to go next in your career. Share this with us in your online CV and application.

Our professional talent attraction team will review your application and you may be invited to discuss this further in an initial short phone or video interview. If you are then selected for an in-depth interview, you will typically be interviewed by two senior colleagues who will discuss the role in more detail and take the time to get to know you and your key skills. Such interviews cover both technical and soft skill competencies.

Dependent on the seniority for the position, we may do a second interview or include a range of other assessments such as, but not limited to, a video submission, presentation or personality profiling.

After your interview and selection process is done, we'll bring everything together and review it. If we decide that you're the best candidate for the role, your recruiter will reach out to you with an offer. Once you've accepted, we'll be busy preparing for your onboarding!



Want to know more?

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.

Alternatively, take a look at our vacancies [here](#).