



BIDWELLS

Seeking a different
kind of graduate



Seeking a different *kind of graduate*

At Bidwells, you'll be at the forefront of shaping the future of real estate in the UK's most pioneering sectors.

As a B Corp-certified company with over 185 years of heritage, we offer you the opportunity to blend innovation with longevity. You'll work on impactful projects, contributing to sustainable solutions across science & technology, asset management, and land use, to address the climate crisis, new technology, and evolving client demands.

Our clear mission, vision, and structure empower you to develop diverse skills, gain varied experiences, and directly influence our company's direction. We need all 600+ members of our team to play their part in doubling the size of our business by 2030.

Collaboration is key. Our growth strategy is breaking down barriers, and creating an agile, interconnected environment where you can work across departments

and offer your unique perspectives. As we continue to implement cutting-edge technologies and systems, you'll continuously learn and adapt, staying ahead of our ever-evolving industry.

At Bidwells, you'll join a community where your voice is heard, your contributions are valued, and diversity is celebrated. We're creating an inclusive environment where everyone feels they belong. We empower our people to take ownership of their wellbeing, offering the tools and trust to prioritise themselves and their families.

Ultimately, joining Bidwells means developing a career path filled with purpose. We want each project you undertake at Bidwells to contribute positively to the fabric of communities across the UK, enhancing lives through thoughtful, innovative real estate solutions.

Your creativity and passion will be crucial in making this happen.





“As we embark on an ambitious growth trajectory, it’s you – the next generation – who will continue to progress Bidwells on this path of success as we look to expand our service lines and grow our business across the country”

Nick Pettit, Senior Partner



What is *Real Estate*?

Many people think of real estate as just housing, but it is so much more: encompassing land and any permanent buildings, real estate delivers exceptional schemes where people want to live, work, and play.

At Bidwells, sustainability is at the heart of what we do and by working with developers and landowners, we're using our expertise to build to a truly sustainable future.



“Real estate is the interaction between people and their built environment, considering the social, environmental, and economic opportunities and restrictions that exist around them.”

Tamara Keir, Graduate Surveyor
Business Space Agency



“Real estate is a critical sector for promoting environmental responsibility, creating spaces that provide sustainable, social, and economic benefits.”

Ruby Fern, Energy & Renewables Consultant
Energy & Climate



Cambridge Mosque



Who we are

Our mission

To provide the UK's most sustainable and innovative property advice. Working with the most talented people and visionary clients to shape the future of our environment.

Our vision

To become the country's leading adviser in science and technology and sustainability, to enhance the quality of life for communities across the UK.

Our values

Our values are our DNA and everyone at Bidwells is responsible for bringing them alive. They keep us focused on our mission in a rapidly changing world and ensure we work together to consistently provide high-quality services to our clients.

Captivate Clients

We go beyond expectations, delivering personalised solutions that address our clients' specific needs and challenges.

Disrupt the Status Quo

We push boundaries and embrace change, setting new standards in the industry.

Connect to Innovate

We foster a collaborative environment where ideas flow freely, and innovation thrives.

Resilience Drives Results

We adapt quickly to challenges, maintaining our focus on delivering results.

Sustainability Matters

We care deeply about our impact on the planet and integrate sustainability into every aspect of our business.

600+

people working
for Bidwells

185+

years in operation

31

young professionals
currently on the graduate
development programme



Our people and culture

Our people have always been at the heart of our business, with our strong values and culture driving our past – and future – success.

To achieve our mission and vision, we need to bring out the best in everyone and help each other grow. That's why, as well as offering development opportunities and career progression across the business, we're committed to supporting everyone in more than just work and financial reward.

Our benefits and initiatives have been carefully planned to support physical and mental health, but we don't just end things there. A healthy working environment is constantly evolving, which is why we invite regular feedback from everyone in the business. By listening closely, we take steps every day to make Bidwells a great place to work.



“As we advance our strategy, we are evolving our culture to empower our people to challenge, innovate, and collaborate.”

Hannah Roman, People and Culture Director



“Bidwells’ agile working environment allows for a great balance between productivity and flexibility. The on-site café adds to the welcoming atmosphere, offering a convenient and relaxing space to collaborate.”

Sophia Nitschke, Planner, Planning







BEACHWALKERS

Environment and *sustainability at Bidwells*

We recognise our corporate and social responsibilities, including the impact that Bidwells' operations, and those of our clients and suppliers, may have on the environment, both now and in the future.

In 2024, we became the UK's first multi-disciplinary property consultancy to receive B Corp certification, a testament to our environmental commitment and an important step on our journey to becoming the UK's most sustainable property consultancy.

For our clients, this commitment is reflected in our Sustainability Services, a distinct line of business that drives the creation of a more inclusive and sustainable built environment that creates positive outcomes for communities and the world around us.

For our employees, it means that as a business, we actively work on our sustainability goals every single day. We want to reduce our carbon emissions by 90% by 2030 and with a popular volunteering programme, wellbeing initiatives, fundraising activities and plenty more, we are continually taking steps to meet our environmental and social responsibilities as an employer.



“Sustainability Matters is one of our six core values at Bidwells. We strive for the best possible results for our clients and all stakeholders, including our employees and the wider community. Our B Corp certification demonstrates the positive impact of our business operations and services and serves as third-party verification that Bidwells is a responsible employer.”

Alistair Blackmore
Head of Sustainability

Certified



Corporation

We became the UK's first multi-disciplinary property consultancy to receive B Corp certification.

Graduate *pathways* at Bidwells

We see our graduates as the future leaders and partners in the business.

A two-year graduate scheme at Bidwells enables you to achieve chartered status while learning from experienced colleagues and working on real projects from day one.

Whether you're gaining a RICS, RTPI, or another property accreditation, we're here to support you.

Part 1: Foundation Stage

In your first year, you'll develop beyond the technical expertise to build a strong foundation for your career in the property sector.

Working with colleagues from multiple disciplines and locations, you'll focus on personal effectiveness and impact, commercial and financial awareness, and delivery skills.

Part 2: APC Preparation

During your second year, we offer parallel programmes for both RICS and RTPI, including seminars, practice interviews, development planning, and individual coaching designed and led by experienced in-house APC assessors.

As a multi-disciplinary property consultancy, we're able to offer a variety of graduate pathways throughout the business.



“After a successful work placement, I joined Bidwells as a graduate in 2001, working on farm management agreements and helping start our diversification team. Bidwells has continuously offered me new opportunities, allowing me to change roles, move offices, and develop new teams. Now, as Head of Rural, I look forward to recruiting the next generation for our tremendous Rural Department.”

Giles Dobson
Head of Rural



Rural Land and Estates

For generations, we've managed thousands of square miles of the nation's countryside and coastline. Now, as the world tackles climate change, you could work with some of the country's biggest landowners to deliver nature-based solutions that will help preserve the planet for future generations.

As a Rural graduate, you could be part of a team helping clients with buying and selling land and estates, land and estate management, natural capital and sustainable investment opportunities, and adding value to land and estates through diversification.

4m

the acres of UK countryside and coastline we manage

80m

the number of trees we manage or advise on

1.5bn

value of land and property managed by the rural investment team





Built Environment

Our multi award-winning teams drive forward some of the most challenging major developments, refurbishments and fit-out projects across the 'Golden Triangle' of Oxford, Cambridge, and London, and beyond.

As a graduate, you could be part of a Built Environment team delivering the next generation of lab space, workspace, academic space, and infrastructure. And if you're interested in becoming a Project Manager, this pathway will set you on track to navigate all the moving parts of some of the country's most complex building schemes – from planning and finances, to conversation, sustainability and legislative dynamics, all the way to completion.



67%

our team has worked on over two-thirds of projects across Cambridge Science Park

£3.3bn

value of development we are project managing

30,000

purpose-built student accommodation beds we've advised on since 2017





Commercial

On our Commercial pathway, you'll be part of a team that's the market leader in the UK's flourishing Science & Technology sector.

Based in Oxford, Milton Keynes, Cambridge, Norwich, or London, our Commercial graduates work with some of the largest fund and investor clients in some of the UK's most exciting markets.

Bidwells is built on a history of advising the Oxbridge Colleges on their endowment real estate portfolios. The projects are varied, working across sectors such as office and labs, industrial, alternative residential, retail and leisure and major mixed use development projects.

150

years advising on and implementing fund strategies for institutional investors

£2.2bn

science and technology transactions we've advised on since 2020

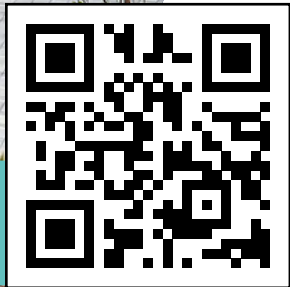
750k sq ft

of lab leasing deals transacted across Oxford and Cambridge over the last 5 years





A day in the life of a
Graduate Surveyor



Residential and Mixed-Use Development

We help to create major sustainable developments, working with developers and landowners to deliver exceptional schemes and pioneering projects that are fit for the future.

As a Residential or Mixed-Use Development graduate, you'll be part of a team helping UK and international clients create new communities.

£54.6bn

GDV - Bidwells' current pipeline of mixed-use developments



“As a graduate at Bidwells, we have a great culture, everyone is treated really well, and we are given a lot of support with our personal development and APC process.”

Ben Webber
Graduate Residential Development Surveyor





Planning

An increasingly complex field, planning requires highly skilled property planning consultants to find solutions that improve the places we live, work, and play.

Our multi award-winning Planning team is one of the largest in the UK and offers the chance to work on a whole range of different projects.

From major mixed-use schemes to science and technology campuses and restaurant portfolios, you'll learn about environmental impact assessments, socio-economic and housing research, heritage consultancy, and masterplanning from our in-house specialists and work with developers, housebuilders, and university colleges.



11.7m sq ft

**of science and technology
floorspace we currently advise on**

8

**industry awards for our team won
or highly commended last year**

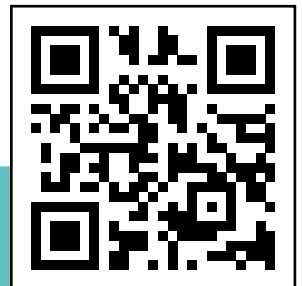
91,700

**homes our team currently advise on or
securing permission for across the UK**





A day in the
life of a Planner



Operational Living

The shift towards rental living represents significant opportunities for investors and developers.

A new service line for Bidwells, our Operational Living team have hit the ground running since our acquisition of Cortland Consulting in 2024.

From build-to-rent, co-living, student accommodations, and senior living developments – our team works across a range of assets. As a graduate, you'll provide a key role in supporting clients through the entire operational living lifecycle, providing advice on the significant opportunities rental living presents across the UK and helping deliver exceptional living solutions that meet.

140+

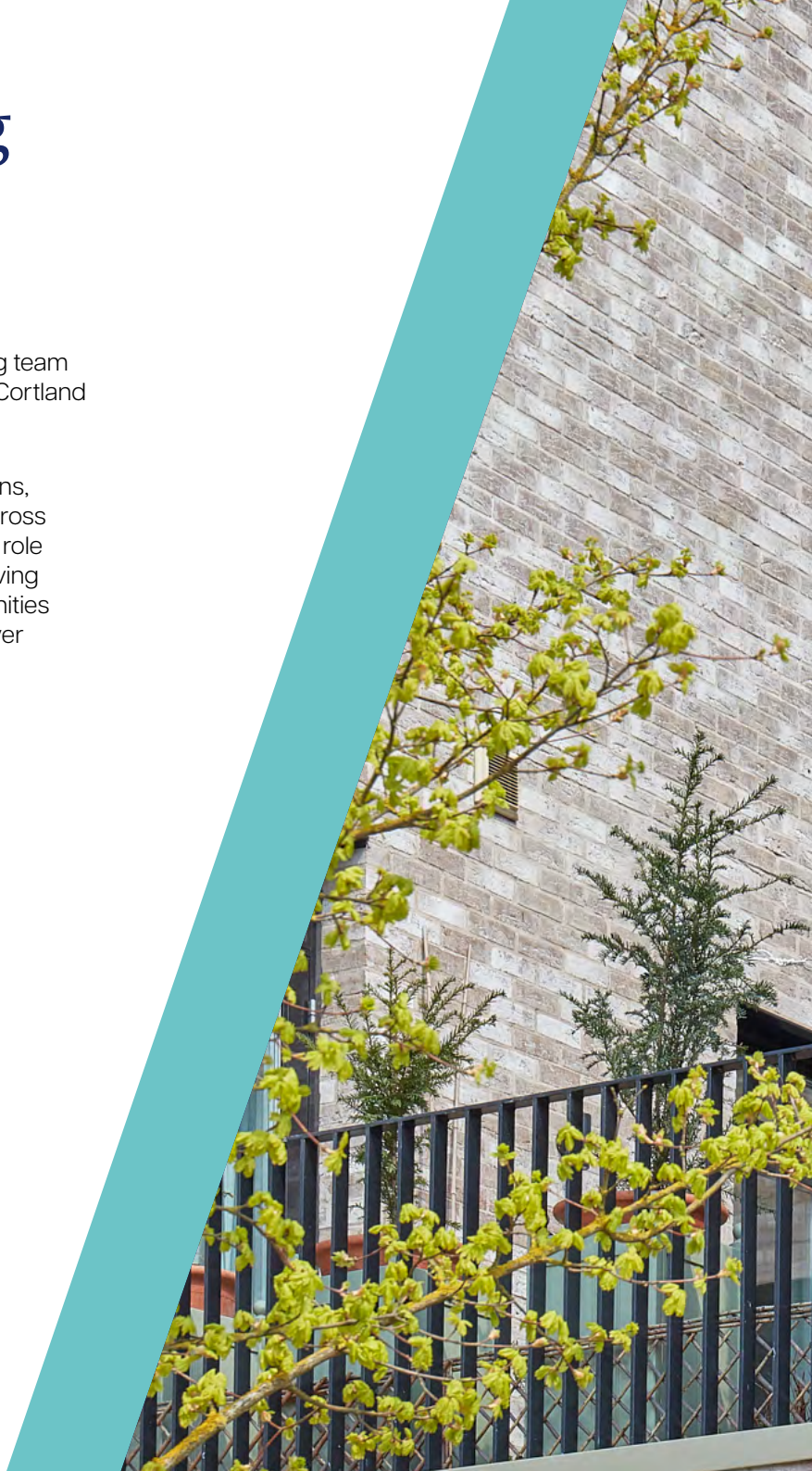
**clients in 60 locations, covering
a population of 25 million**

70,000+

**homes currently in
development**

£6.2bn

**living sector projects worked on
by our Operational Living team**





Energy and Climate

Harnessing biodiversity net gain potential, developing large-scale renewable energy projects, or optimising grid infrastructure, we provide the guidance our clients need to navigate the complex world of climate.

From working on green energy projects to setting up biodiversity net gain schemes and advising funds on investing in forestry, you'll help deliver climate initiatives with measurable environmental and financial returns, for both our landowner and developer clients.

3,200+ MW

of onshore wind in development

5 GW

of solar projects we've advised on

34 MW

of hydro projects we've advised on





A day in the life of an Energy
& Renewables Consultant



Life at Bidwells

There's plenty more to life at Bidwells than simply coming to work every day. We're united in our mission and vision, but we also make time to get to know each other and have fun.

Within your first few weeks of joining Bidwells you will head to GradFest! GradFest gives you the chance to meet your fellow graduates. After a welcome session in the morning, you'll head off for a team building afternoon (previous years have involved escape rooms or golf) before heading out for dinner in Cambridge.

Throughout the year, sporting and fundraising activities take place, such as the popular Town & Gown 10km race in Oxford and Cambridge, as well as the chance to join other fixtures including football, cricket, and triathlon events.

Of course, sport isn't the only way to get to know your fellow colleagues and with book clubs, BBQs, and an array of other office clubs and socials, we're sure you'll quickly feel part of the family.



“Bidwells really champions charity work and giving back.

I have had the opportunity to start a new relationship between Bidwells and a local charity with several colleagues – we are hosting our first large scale event at Bidwell House later this year and the wider teams have been incredibly supportive.”

Tamara Keir, Graduate Surveyor
Business Space Agency



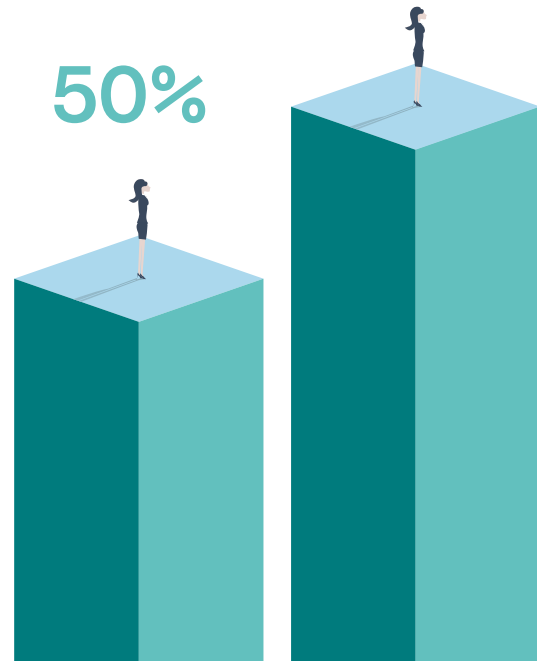


Diversity, inclusion and belonging

Bidwells is resolute in our commitment to fostering a culture of equity, diversity, and inclusion (EDI), ensuring that every member of our firm has the opportunity to thrive and contribute to our collective success.

At Bidwells, people have always been at the heart of our business. Our journey to creating a more inclusive workplace will be guided by our reinvigorated core values, which emphasise the importance of creating an environment where all individuals feel empowered to connect with others to do their best and most innovative work.

Working with EDI experts, internal EDI ambassadors, and our dedicated B at Bidwells committee, we are taking actions to improve working lives and engagement of all current and future people at Bidwells. From introducing new policies and a coffee break series highlighting the lived experiences of diverse people in our business, to hosting regular EDI events and creating a new women's leadership group, we are focused on increasing diverse talent, improving our inclusive culture, and strengthening a fully inclusive approach to the leadership and governance of Bidwells.



since launching our EDI programme in 2021, the number of female partners has grown by 50%





Benefits at Bidwells

Our benefits have been carefully selected to support both your working and personal lives.



Better health

- Discounted gym & health club memberships
- Annual Contribution to dental, optical and alternative therapies
- Confidential support helpline with access to free counselling
- Dental and Private medical insurance



Better career

- Paid for on-the-job training
- Paid Professional memberships
- CPD training
- Graduate development programme



Better work-life balance

- Hybrid working
- Enhanced holiday allowance
- Winter shut down between Christmas and new year
- Your birthday off work



Better perks

- Bonus scheme
- Discount with online and instore retailers
- Travel loan
- On site showers, electric car charging, car parking, feminine care products, refreshments
- Smartphone
- Volunteering entitlement
- Electric car scheme
- Discounted technology purchasing scheme



Better family friendly leave

- Enhanced maternity, paternity and shared parental leave
- Enhanced adoption and surrogacy leave
- Paid Fertility leave



sky orbits
feel it all

Click on our digital signage. Please send your comments to internal.communication@skyorbits.co.uk

THE LOCAL BAR
CRAFT BEER & COFFEE



The application process



1

Step 1: Online application

You can apply via our website bidwells.co.uk/work-with-us where you will be asked to fill out an application form and upload your CV.

You will also be asked a few questions. A cover letter is desirable but not essential.



2

Step 2: Assessment Stage

Shortlisted candidates will be asked to complete an online aptitude test.

Upon successful completion of the test, shortlisted candidates will meet with a member of our Talent team, virtually, and be asked to answer three scenario questions. These will relate to your motivations, commercial acumen and behaviours.



3

Step 3: Assessment Day

A shortlist of candidates will be decided, based on who we feel gave the strongest responses. These candidates will be invited to an assessment day.

In some cases, these candidates will be invited to an assessment day or interview.



4

Step 4: Office visit

Successful candidates from the assessment day may be invited back to visit their preferred office and meet the wider team.



5

Step 5: Offer

A member of our Talent team will call successful applicants to deliver their offer of employment with Bidwells.



6

Step 6: Onboarding

You will embark on your career with Bidwells. On your first day you will join a group of other graduates on our induction day. We hope you will have a happy career with us.



BIDWELLS

bidwells.co.uk/jobs

2524



100% Post-consumer
recycled paper.

Certified



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