

Future Talent



AVISON
YOUNG

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Principal &
Managing
Director

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A message from **Jo Davis** – Principal & Managing Director

At Avison Young, we're on a mission to attract and foster the very best talent for our growing team. This could be through an apprenticeship, internship or our graduate programme.

We're proud of our genuinely collaborative, supportive workplace culture. We're invested in our people and passionate about our work. If you do decide to join us, we'll offer you a truly inspiring, wide-ranging introduction to a career in real estate.

Our work is varied and wide ranging across the property industry. We can offer you training and professional accreditation across skill sets including surveying and planning. We're confident you'll learn and grow throughout your time with us. Whether it's getting to grips with our market leading agency services, or influencing our cities and sustainability or technology, energy and property consultancy.

At Avison Young, we value you and back you to become leading professionals, giving you all the tools and support to do so. Our global mentoring programme supports your career development, helping you achieve your short-term and long-term professional goals.

With a client list that includes leading organisations from across the public and private sectors, you'll have the opportunity to gain first-hand industry experience and training as part of your daily job. You'll also be able to develop a strong network with colleagues across Avison Young globally.

If you're curious about real estate, and about the built environment around you, and want a workplace where you can make the most of your career. Then we'd love for you to join us.

I look forward to meeting you.



Jo Davis,
Principal, Managing Director
Place, UK Executive Chair

**AVISON
YOUNG**

Who we are

Avison Young creates economic, social and environmental value as a global real estate advisor, powered by people.

At Avison Young, we believe in creating positive impact wherever we go. There is a vital role for commercial real estate to create healthy, productive workplaces for employees, cities that are centres of prosperity for its citizens, and built spaces and places that create a net benefit to the economy, the environment and the community.

Our nimble, agile team has global insight, local market expertise and access to some of the smartest technology in the commercial real estate industry – all at the ready to work on creating your competitive advantage. As a private company, you will collaborate with an empowered partner who is invested in your success as much as you are.

What we do for occupiers and owners

Avison Young offers a comprehensive suite of commercial real estate services, including transaction, management, financial and advisory services. We've designed our corporate structure to best serve our clients by enhancing collaboration across our organisation.

Whether you are a user/occupier or an owner/investor, Avison Young is organised to deliver truly integrated solutions to meet your unique needs.

User/occupier

Because we recognise that, for most occupiers, the property burden represents the second highest cost and tends to be the biggest contingent liability, we focus on helping occupiers create property and workplace solutions that improve performance, increase competitiveness, adapt to changing markets and provide the optimum workplace environment for their staff.

Our clients



Placement year, Work experience & Internship



Placement Students

We are committed to welcoming placement year students, as we believe that spending a full year with us provides valuable insights into their career pathways. Our placement positions offer an excellent opportunity to apply theoretical knowledge in a practical setting. You will collaborate with professionals at all levels, including Directors and Principals, on high-profile real estate projects. From your first day, you will be involved in prestigious and exciting assignments, gaining hands-on experience that will be instrumental in your success upon graduation. Many of our former placement students have returned to Avison Young as graduates to advance their careers in real estate.



Work Experience

We have welcomed many work experience students aged 14 to 18. We collaborate with local schools to offer students the opportunity to work with us, learn about Avison Young, and gain an understanding of the real world of work. Our work experience programme is designed to provide students with a comprehensive overview of the property industry, exposing them to various roles and functions within the company. During their time with us, students will engage in hands-on activities, shadow professionals, and participate in team projects, allowing them to gain practical skills and insights.



Internship

Avison Young Internship Programme offers aspiring professionals an unparalleled opportunity to immerse themselves in the dynamic world of real estate. Our internship is designed to provide hands-on experience, allowing participants to engage directly with industry experts and gain insight into the diverse aspects of real estate services.

Interns will work alongside our talented team, contributing to impactful projects that shape urban landscapes and drive sustainable growth. Through this programme, interns will not only enhance their technical skills but also develop essential soft skills, such as teamwork, communication, and problem-solving, all while being part of a collaborative and innovative environment. At Avison Young, we believe in nurturing the next generation of leaders in the real estate industry. Join us in this exciting journey, where you can make meaningful contributions while exploring your passion for real estate.

Graduate & Apprenticeship



Graduates

At Avison Young, we take pride in our flexible approach to the graduate programme, encompassing everything from recruitment to training, development, and the benefits we provide. We welcome graduates from diverse academic backgrounds who possess a genuine interest in the property industry. Ideal candidates will be eager to learn, ambitious, diligent, and highly motivated to make an immediate impact. Our graduates are also expected to demonstrate strong commercial awareness along with excellent interpersonal and teamwork skills, as you will be collaborating with a team on some of the most significant and prestigious property projects in the industry from day one. Avison Young offers various APC pathways to professional qualification, including Commercial Agency, Property and Facilities Management, and Valuations.



- Enrol on the APC
- Sign up to the global mentoring platform
- National Induction
- Identify Counsellor (RICS)/Mentor (RTPI)

- Attend APC induction
- Regular meetings with counsellor/mentor
- Internal CPD events
- Regular feedback and goal setting
- External RICS/RTPI events

- Attend relevant training sessions
- Finalising submissions with counsellor/mentor

- Mock Interviews (Only applicable for RICS)
- Finalise Submission

- Promotion discussions with HRBP team
- Rotational graduates securing permanent roles

Apprenticeships

At Avison Young, we are actively expanding our apprenticeship programme and encouraging the business to onboard more apprentices. This initiative aims to create long-term value for both the apprentices and the organisation.

Our apprenticeship programme provide a unique opportunity for young individuals to gain practical experience while working towards recognised qualifications. By integrating learning with real-world application, we enable apprentices to develop essential skills that will serve them throughout their careers.

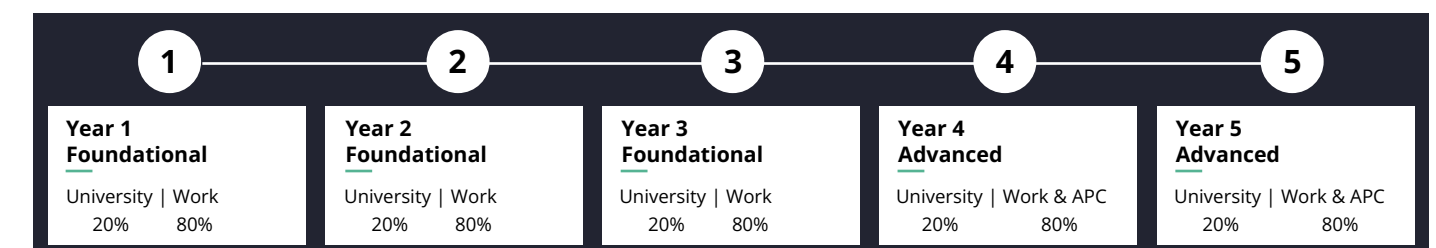
Over the next few years, we plan to ensure that the number of apprentices matches our graduate intake, reflecting our commitment to cultivating a diverse and talented workforce.

The apprenticeship programme has been a tremendous success, proven to be an excellent pathway for all our apprentices, many of whom

have gone on to secure permanent roles within the company. We are looking to increase our apprenticeship intake, making this programme an attractive option for young talent eager to learn and grow in a supportive environment.

Apprentices benefit from hands-on experience across various departments, receiving guidance and mentorship from experienced professionals dedicated to their development.

We are committed to creating an inclusive and nurturing environment where apprentices feel empowered to thrive. By focusing on their growth, we aim to cultivate a pipeline of skilled talent that can drive the future of Avison Young and contribute to the success of the real estate as a whole.



Training & APC

We allow you to tailor your training and development to suit your aspirations.

We will provide you with a framework of training, through which you can achieve your full potential. The length of training under the programme is dependent upon your previous experience and is ultimately in your hands, but generally it will take place over a two year period.

We promise to help you secure more than the necessary experience through sustained liaison with a wide variety of business units and colleagues. We work hard to ensure that all our graduates gain the practical experience they need in order to meet the APC competencies, and where possible preferences are considered when arranging any rotations or liaison, to ensure that you get a say in the direction your career is moving. We are committed to developing the careers of all of our colleagues.

At a graduate level, this will include (amongst other initiatives) dedicated APC training and guidance as well as access to dedicated mentors (RTPI)/counsellors (RICS). Avison Young's graduate programme sets you up in your property career by involving you in high profile projects from the day you join us. Our goal is to help you achieve yours,

so we promise to give you the solid foundation required for your professional development.

As a graduate and whilst studying for your APC we will provide you with the following:

- Fully funded APC fees
- A graduate induction
- In house APC workshops
- A dedicated supervisor/counsellor/mentor
- CPD support
- Your APC Counsellor/mentor will guide you on your chosen pathway and your selected competencies during your time as a graduate. You will receive regular one to ones, APC interview help, dedicated workshops, as well as detailed preparation and guidance on your final assessment.
- All graduates receive specialist in-house training and as necessary can attend a range of courses and workshops to compliment your APC around professional skills and CPD
- An open door policy for feedback. Avison Young values its employees' opinions, we welcome you giving your views to help shape the future of the company.

Journey statements:



Daniel Shepherd - Former Placement Year and Graduate Surveyor

I applied for the Avison Young placement scheme because it provided an exceptional gateway into the world of commercial real estate. From day one, I was met with a warm and welcoming environment. Although my primary focus was Lease Advisory, I was fortunate to gain experience in both valuation and office agency, broadening my understanding of the industry. Furthermore, my colleagues were incredibly supportive, even going out of their way to assist me with my dissertation by offering interviews and insights.

Following a highly rewarding year in industry, I am thrilled to have joined Avison Young as a graduate surveyor. Alongside my full-time role, I am pursuing a master's in Real Estate at the University College of Estate Management, studying one day a week. This balance has allowed me to maintain a healthy work-life routine, while also advancing towards my goal of gaining chartership.

Avison Young has been instrumental in providing the resources and opportunities needed to support my professional growth. The placement year was a pivotal experience that not only developed my technical skills, such as negotiation and professional communication, but also offered me the chance to showcase my abilities, ultimately leading to my graduate role.

It was particularly fulfilling to challenge myself by working with various teams and continuously progressing my development. I am deeply grateful to Avison Young for the opportunities they've provided, which have been integral to my career path. My journey from placement student to graduate surveyor highlights the wealth of opportunities the company offers for those committed to their growth and development.



Mansour Celab – Apprentice Surveyor

Immediately following my sixth form studies, at the age of eighteen, I joined Avison Young. I've had an extremely transformative first year which has contributed positively towards the young professional I am today. This past year has been filled with invaluable experiences that have shaped me in profound ways.

Through my degree apprenticeship, I've had the privilege of working alongside experienced professionals in the investment team, who have been instrumental in guiding me through this exciting and dynamic career path. Their mentorship has provided me with key insights into the nuances of the commercial real estate industry, from market trends to complex investment strategies. Shadowing my colleagues has not only honed my communication skills, making me more confident and effective in client interactions, but it has also sharpened my critical thinking abilities.

Observing how they navigate challenging situations, negotiate deals, and analyse investment opportunities has given me a clearer perspective on how to approach problem-solving in high-pressure environments. In addition, it has broadened my understanding of strategic decision-making in the fast-paced realm of commercial real estate.

Overall, the exposure I've had has allowed me to develop a strong foundation in understanding how the industry operates, and the real-world applications of my academic studies have deepened my comprehension of key concepts. This hands-on learning experience has been incredibly rewarding, as it has bridged the gap between theoretical knowledge and practical application, allowing me to contribute meaningfully to ongoing investment projects.



Journey statements:



Lina Anou – Data Intern

This internship has significantly influenced my career goals and contributed to my professional development in several key ways. As a computer science student with a passion for data analysis, this role at Avison Young has allowed me to merge my technical skills with real-world business applications, particularly in the real estate sector. Working with data collection, automation, and visualisation, I have gained practical experience in optimising data workflows, which aligns perfectly with my goal of becoming a data analyst.

Working with various stakeholders has also improved my ability to communicate in a professional setting. I've learnt how to present data in a way that emphasises its value and relevance to business operations rather than just focussing on technical specifics. This is an essential skill for every data analyst to have—converting data into insights that can be put to use. It has been important in illustrating how data could impact strategic goals.

Moreover, the role's focus on automating data processes has given me valuable hands-on experience with Excel and other tools for data cleaning and organising. This has not only improved my technical skills but also my problem-solving abilities, as I worked to create more efficient systems for quarterly reporting.

In addition to developing my technical expertise, this internship has broadened my understanding of the real estate industry, showing me how data can drive strategic decision-making. This unique combination of data, technology, and business acumen has confirmed my desire to pursue a career in data analysis, particularly in industries where data can drive significant operational improvements.

Overall, this experience has been significant in shaping both my career path and professional skill set, giving me the tools and confidence to advance toward my goal of becoming a data analyst.



Henry Davies – Former Work experience and Graduate Surveyor

Before I did my work experience, I like most people, wasn't sure what industry or line of work I wanted to pursue. So this was a perfect opportunity for me to dip my toe in the water in and experience what this industry was all about. I spent my time in the South East Office Agency team, where I accompanied Angus Malcolmson on site visits and client meetings. It was a perfect introduction to the industry as I got an insight into a pivotal point in the office market with huge changes as a result of the pandemic.

From day one, it was how friendly and welcoming everyone was that stood out to me most at Avison Young, with everyone willing to take the time to explain queries to me and answer some of my no doubt stupid questions. It sounds cliché to say, but after my work experience at Avison Young, and the introduction into the real estate world, I was convinced it would be an industry and career I would want to pursue.

Ultimately it then convinced me to apply for the graduate scheme a few months later, which to my surprise I was successful in! A year or so later today, and now 6 weeks into the graduate scheme here at AY, I am thoroughly enjoying it, and don't have any regrets yet! So I am very thankful to my younger self for taking the opportunity I took to do some work experience here.



Laura Salcedo – Apprentice Surveyor

I started my Avison Young journey at age 19, in November 2022 as a Business Administration Apprentice, and completed this and gained my Level 3 Diploma in BA in June 2024. Having completed that, I found myself wondering what to do next, and what my next challenge could be.

I've always been interested in the property industry, so, next challenge identified, I've started my Degree Apprenticeship course in BSc (Hons) Real Estate Management at University College of Estate Management in September 2024 whilst working in the Real Estate Management department at AY.

I was initially drawn to this opportunity because of the work involved, and the fact that I would be gaining a degree qualification at the end of it, as I never went to university. I would absolutely recommend an apprenticeship at Avison Young to other students.

Whether that is a Level 3 or Degree. One reason being the unmatched support they give you through the whole process. From my first week in my admin apprenticeship, I felt like I had a support network to go to, both in my office location and the wider regions.

As well as this, the Future Talent Team at Avison Young are supportive and proactive and will be able to help with any queries you may have with regards to your apprenticeship, and other future pathways if you are interested.



Lois King – Former Graduate Surveyor and Surveyor

The best advice I can give to future graduates is to embrace every opportunity that comes your way. One of the key benefits of the graduate programme is the chance to rotate through various teams—make the most of it. Fully immerse yourself in each role, ask questions, and take the initiative to get involved.

Even if you find yourself in a rotation that you didn't initially think you'd be interested in, there will always be valuable skills and insights to gain. Each rotation offers a unique chance to grow your skills, broaden your knowledge, and discover where your interests truly lie.

I thoroughly enjoyed my experience as a graduate at Avison Young. I was fortunate to be part of a cohort filled with likeminded, sociable people, which made the journey even more enjoyable. The support throughout my APC process was great—both from the dedicated sessions run by APC Success and from my colleagues.

I've had the opportunity to work alongside knowledgeable and supportive professionals who genuinely want to see you succeed and are always willing to help you learn.

I was very satisfied with the graduate surveyor pathway. The structure and resources provided are excellent, and the support is always available if you need it. My advice to others would be don't hesitate to ask for help. People are approachable and more than willing to share their time and knowledge—you just have to reach out.

Journey statements:



Muneeb Aslam – Graduate Surveyor

Being part of Avison Young's commercial pathway graduate scheme has been a transformative experience that has significantly helped shape my career and personal development. Before joining, I was unsure on what path I wanted to follow after obtaining my masters and the graduate scheme has allowed me the opportunity to work across different business units in the company.

During my 2 years I have been part of the Hotels team, CPO, Business Rates and Valuations. From day one, I have been immersed in a fast-paced dynamic environment and it has allowed me to learn directly from experienced professionals and work on a wide range of tasks. This has allowed to gain an understanding of the industry and what specialism I would like to work in once I have passed the APC.

One of the key benefits from the graduate scheme is the structured learning and development opportunities it offers from the networking opportunities and CPD events. These events provide the opportunity to meet people from the wider business, who are always helpful and willing to answer any questions or queries you may have in regards to the wider industry or what they do on a daily basis. It has also helped me gain confidence when talking to people who aren't in my team which has been great for client interactions.

Overall, the graduate scheme has provided me with a clear career path and the support I needed to grow. The feedback and guidance has been key in identifying my strengths and to address areas for improvement and has allowed me to understand what I want from my career in real estate.



What we offer

Competitive Base Salary	Annual Leave (increases with years served and promotion)	Pension Contribution	Life Assurance Policy	Performance Related Bonus	Annual Salary Review
Employee Referral Scheme	Graduate Welcome Pack	Assigned APC Counsellor and APC Supervisor	CPD Support	Fully Funded APC Fees	Paid Subscription to Professional Bodies (RICS, MRTI, RTPI)
Continued Training and Development	Social Events Throughout the Year	Company Mobile Phone			

Salary exchange

Flexible Benefits via Salary Exchange	Car Salary Sacrifice Scheme	Travel Insurance	Gymflex	Health Screening	Cyclescheme
Techscheme	Critical Illness Insurance	Will writing	Tastecard	Dental Cover	Coffee Club

Some of our social events include:



Scavenger hunt



Christmas treasure hunt



APC dinner and drinks



Graduate & Apprentice LaunchPad



Summer socials



Annual Day of Giving



Festive events



Quiz nights



Netball

Get in touch

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Avison Young

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