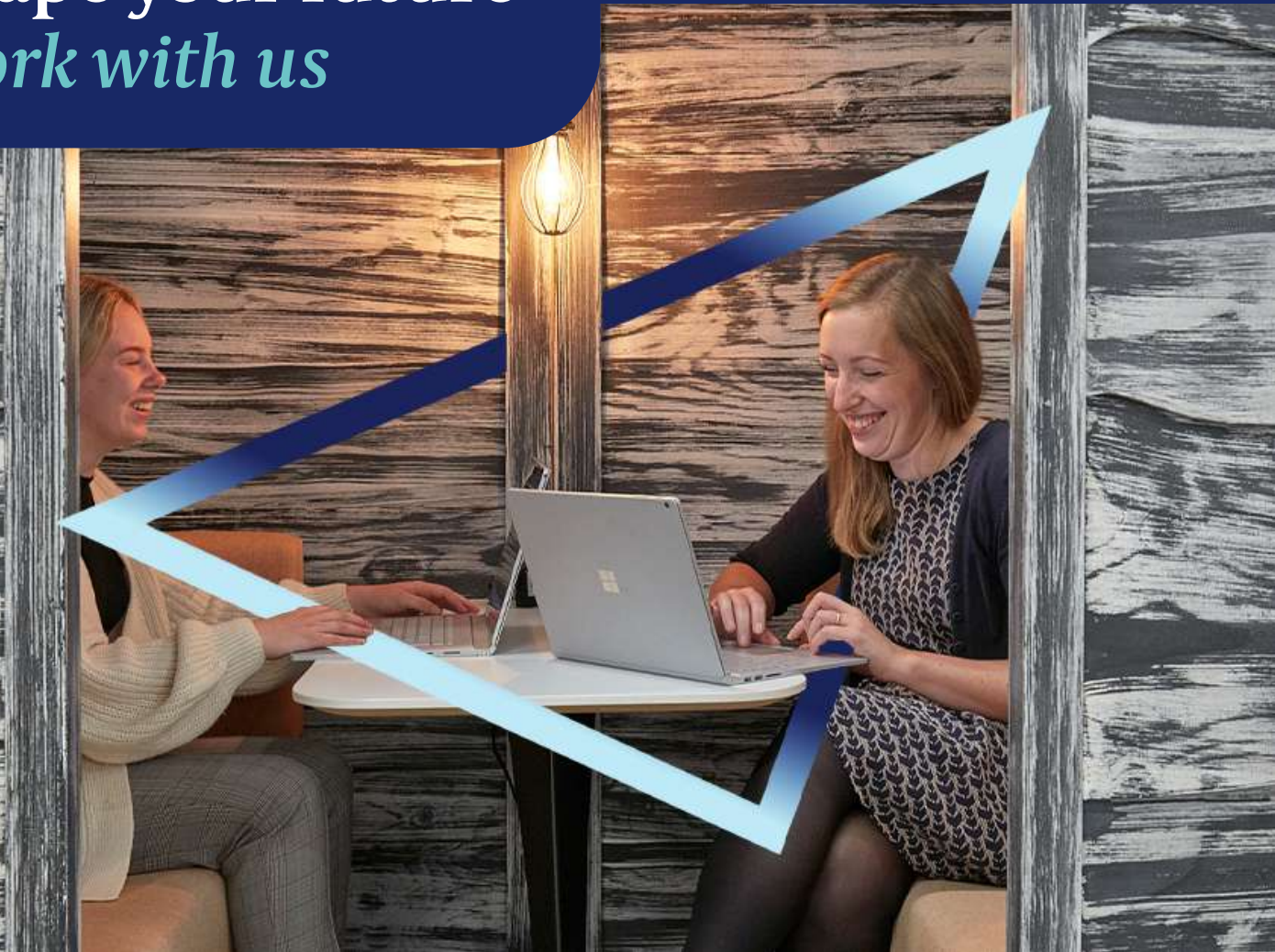




Shape your future  
*work with us*







## Shape your future *work with us*

**Our heritage reflects our commitment to innovation; as our industry evolves through new technology, climate change, and shifting client demands we're expanding our service lines and growing into new markets.**

We are a leading real estate adviser specialising in the UK's most pioneering sectors: science & technology, sustainability, and modern living solutions.

With decades of experience as the UK's leading adviser in science & technology real estate and renewables, we have shaped these vital property sectors and established a strong presence in needs-based asset classes, such as operational living.

Today, our team of 600+ experts manage over £5.2 billion in property assets, and we manage or advise on over 4 million acres of the UK's countryside and coastline, leading in forestry, natural capital, and sustainable investment.

The property industry is evolving – but so are we. Bidwells' 2030 growth strategy is bold, ambitious, and built for the future. We're challenging ourselves to think differently and seize the biggest opportunity for our business in a generation.

But as we make moves to disrupt traditions, one thing stands firm: our commitment to exceptional client experience.



# 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 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.”**

Tamarah 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 – 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, Executive Director, People & Culture



**“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, Senior Planner, Planning







# 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 driving 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, well-being initiatives, fundraising activities and plenty more, we are continually taking steps to meet our environmental and social responsibilities as an employer.



**“Bidwells is proud to be a B Corp that reflects our commitment to being a purpose-driven business with sustainability central to our values and objectives. We aim to deliver positive outcomes for our people, fostering talent and nurturing a culture of diversity and inclusion, as well as the environment by working on projects that support the UK's equitable transition to a low carbon economy and help our clients deliver their sustainability ambitions.”**

Helen Newman, Executive Director of Sustainability



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

Read our impact report here:





# Rural Land & 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.

**4mIn**

the acres of UK countryside and coastline we manage

**80mIn**

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, 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 conservation, 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

the value of development we are project managing

30k

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 & labs, industrial, alternative residential, retail & leisure and major mixed use development projects.

## 150

years advising on and implementing fund strategies for institutional investors

## £2.2bn

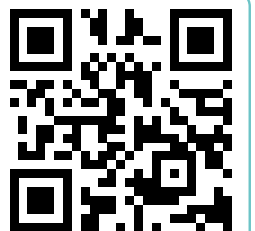
of science and technology transactions we've advised on since 2020

## 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





# Land & Development

The Land & Development Department comprises an expert team of highly experienced and trusted professionals, offering nationwide advice on all residential-led and mixed-use development matters.

We are uniquely positioned with most of the team having historic experience of working at land promotion companies and housebuilders; therefore, delivering first-hand practical and market knowledge to overcome any property development-related issues.

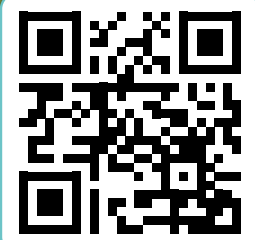


**“Based in Cambridge, Oxford, Milton Keynes and Scotland, our Land & Development graduates have the opportunity to work across a broad geographical area, whilst working with the team to help facilitate the delivery of some of the UK’s largest new strategic housing communities.”**

Hannah Beamish, Partner,  
Head of Land & Development (Eastern)



A day in the life of a Land & 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, as well as university colleges.

## 11.7m sq ft

of science and technology floorspace we currently advise on

## 8

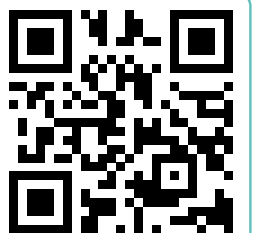
industry awards for our team won or highly commended last year

## 91k+

homes our team currently advise on or are 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 play a key role in supporting clients through the entire operational living lifecycle, providing advice on the significant opportunities rental living presents across the UK whilst helping deliver exceptional living solutions.

**140+**

clients in 60 locations, covering a population of 25 million

**70k+**

homes currently in development

**£6.2bn**

living sector projects worked on by our Operational Living team





# Energy & 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.

**3k<sup>+</sup> 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.

Throughout the year, sporting and fundraising activities take place, such as the popular Town & Gown 10k 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.



Corporate video 2025



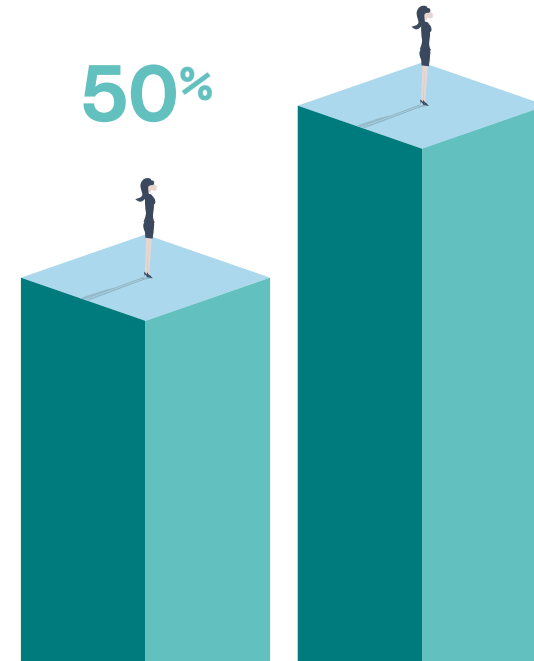


# Diversity, inclusion and belonging

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

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



## Better work-life balance

- Paid sabbaticals every 5 and 10 years
- Your birthday off work
- Agile working
- Enhanced holiday allowance with the option to buy an additional weeks' leave
- Winter shutdown between Christmas and New Year



## Better career

- Clear framework for growth
- Paid professional memberships
- Tailored development programmes
- Comprehensive learning opportunities through our CPD programme



## Better perks

- Group bonus scheme (*up to 4 additional weeks' pay per year*)
- Up to 8% matched pension contribution
- Two days volunteering entitlement
- Discounts with online and in-store retailers
- Discounted technology and home purchasing scheme
- Travel and rental deposit loan
- Car parking and electric car charging
- Hybrid/electric car scheme
- Cycle-to-work scheme
- On-site showers, feminine care products & refreshments



## Better family-friendly support

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





# The application process



1

## Step 1: online application

You can apply via our website [bidwells.co.uk/work-with-us](https://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 either an assessment day or interview dependent on numbers at this stage.



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.



# Some of our clients



ARCTURIS



MISSION STREET



bruntwood



HARWELL

Schroders



THEOLYTICS







BIDWELLS

[bidwells.co.uk/jobs](https://bidwells.co.uk/jobs)

3182



100% Post-consumer  
recycled paper.

Certified



Corporation<sup>®</sup>