Learn, earn and o it with burgese

deverensmith

···· THE RIGHT PEOPLE ···





A snapshot of the last 12 months...

••• Hires:

25 total

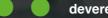
19 with experience

6 with no rec experienced

11 of the 19 into brand new markets 58% of hires recruited into brand new markets

Promotions: 45% of staff were promoted

Headcount growth : 63% increase





Attrition:

(significantly lower than the industry average)



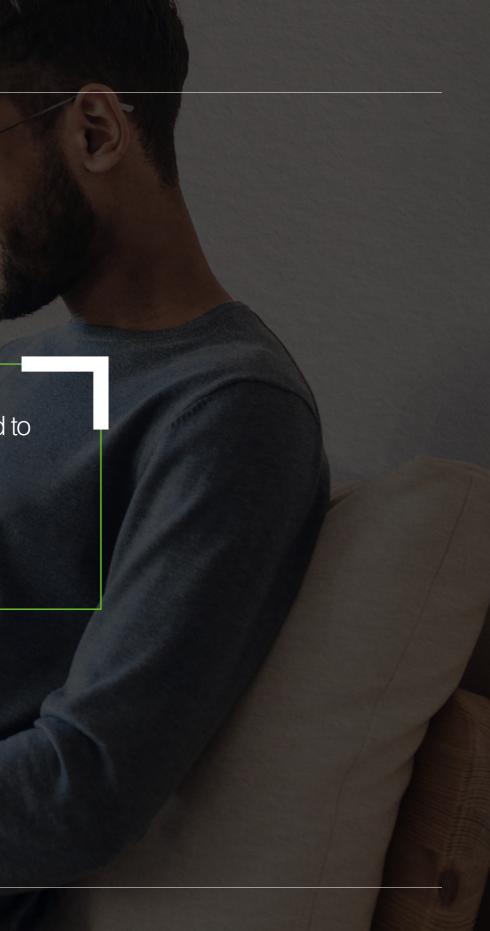
The Culture BonusTM...

You'll get access to our trademarked bonus scheme 'The Culture Bonus ™' which rewards employees on attitude, behaviour and culture contribution

After launching the scheme in 2020, we committed to paying out over £150k to employees.

Find out how much you could earn **here**.







Work with purpose.

Supporting founders of do some good Click here to find out more



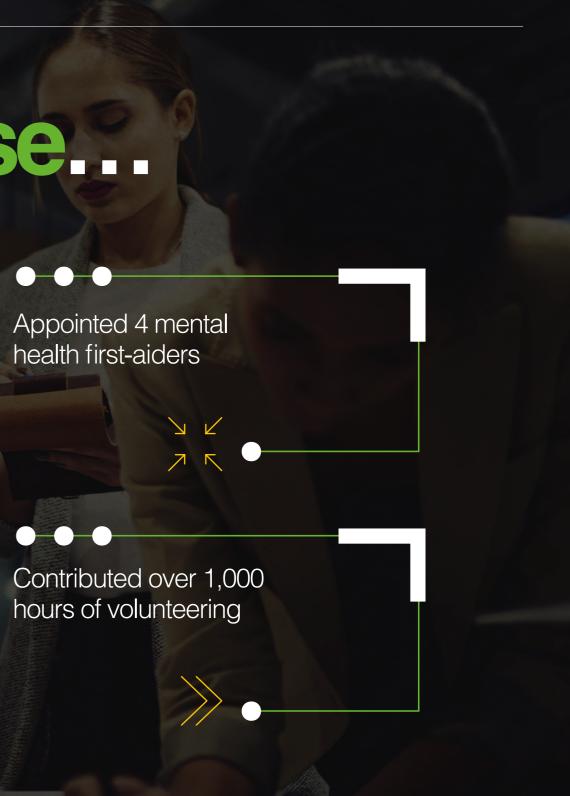
Introduced ambassadors for Wellbeing, Diversity & Inclusion as well as CSR & Sustainability

#SEEMENOW

campaigners Click here to find out more



Raised over £15k for charities in the last 18 months







Learning & development.

• • •

Each employee receives 48 hours of classroom training and 150 hours of coaching per year, offering an L&D programme that positions us in the top 1% of recruitment firms across the UK.

What you'll receive:

- Tailored development plans unique to you
- Individual coaching and mentoring from market mavens
- Training with the industry's leading L&D sector specialist

"There is no doubt that Barum is the best recruitment trainer in London, you'd be hard pushed to find better globally. He's engaging, knowledgeable and highly insightful."





Your new benefits package...

The investment club...

- The Culture Bonus TM
- Flexible working (hybrid 3 remote / 2 home)
- Dress for your day policy
- Above market maternity/ paternity packages
- Paid sabbaticals

The convenience store...

Monthly barber visits

- Monthly dry-cleaning collection service
- Regular manicure and pedicure visits

The health hub...

- Monthly lunch trips (individual and team)
- Quarterly in-house massage sessions
- Quarterly team fitness/yoga/ meditation sessions
- Cycle to work scheme
- Discounted GYMBOX membership
- Private healthcare for managers

The bank of you...

- Competitive commission structure rising 50%
- Opportunity to earn equity within the business
- 2 bonus schemes
- LTIP scheme for leadership team



The thrift store...

- Seasonal office parties
- Weekly competitions; prizes include vouchers and experience days
- Birthday off
- Office rooftop working/ chill-out area
- Annual trips abroad



The real estate market.



Vast headcount :

The UK alone has 133,000 **Real Estate companies**

Exceptionally lucrative :-

It's the biggest asset class in the world. In 2021 the turnover of Real Estate businesses was 68.1 billion



Highly indispensable :

Everyone needs a place to call home, your work impacts the nation

Backed for business :

The UK Government incentivizes the industry through stamp duty holidays and pledges to build more homes

The industry isn't slowing down – will you be along for the ride?







Meet your new colleagues...



Joined: September 2020 MVP: May 2021 Hours of training received: 150-200

New to market: Yes April Gunn Principal Consultant – AST Property Management

Billed/ commission earned: In her fourth quarter, in a new market, April billed £104k and received over £25k in commission.

What they said:

"The industry knowledge makes deverellsmith different, it makes you feel like you are working at a property firm rather than a recruitment agency. I love the branding but what really sold ds to me was the leadership team who made me feel valued before I had even joined."





Joined: August 2020

MVP:

September 2020, January 2021, September 2021

Hours of training received: 150-200

New to market: No

Ryan Doyle

Principal Consultant – Estate Agency

Billed/ commission earned:

In 2021 Ryan earned three times more than he did in his previous business.

What they said:

"I've never been part of a company which has been so focused on making employee wellbeing such a priority."



••• Here to listen •••

If you're interested in exploring a career at deverellsmith, Ella Is available to discuss opportunities across all disciplines of the business via Zoom, telephone or in person. Get in touch today.

> Ella Beese **Internal Recruitment Manager**

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