# 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)



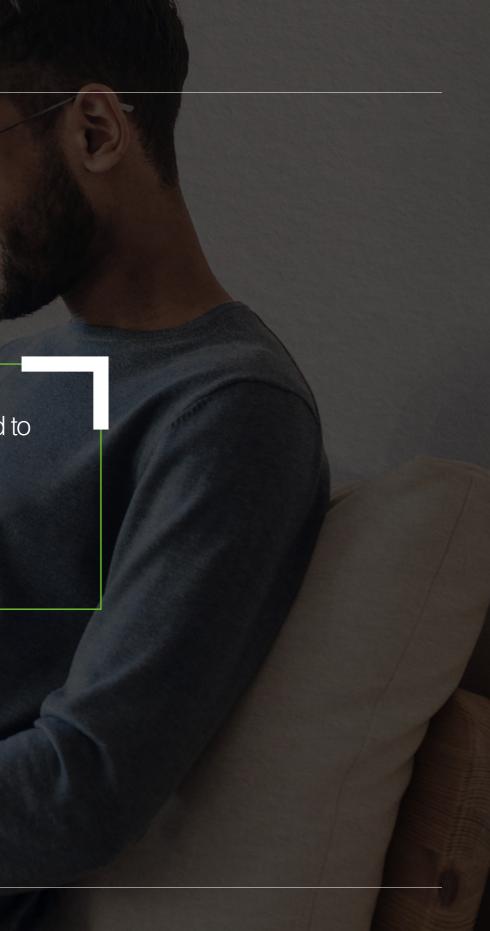
## The Culture Bonus<sup>TM</sup>...

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



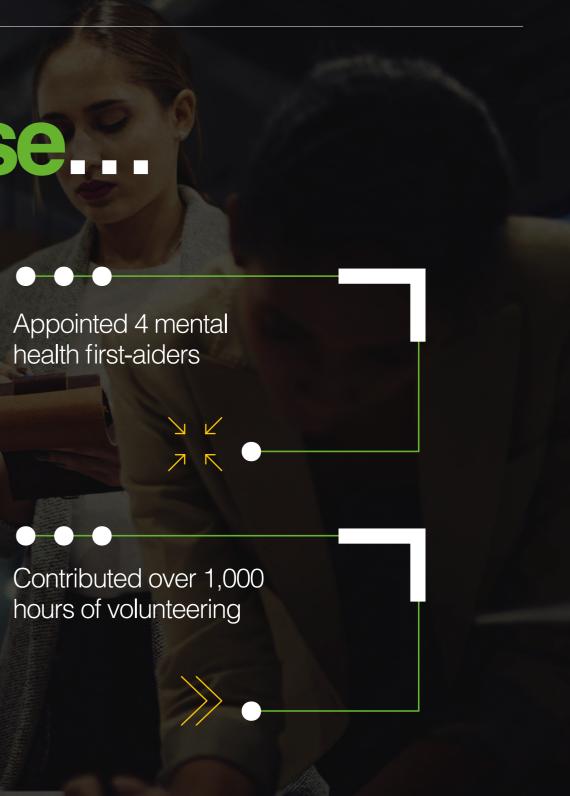
Introduced ambassadors for Wellbeing, Diversity & Inclusion as well as CSR & Sustainability

#### **#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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