

...

Learn, earn and
do it with purpose.

deverellsmith

... THE RIGHT PEOPLE ...

A snapshot of the last 12 months...

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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



Attrition:

23% (significantly lower than the industry average)



Headcount growth :

63% increase



The Culture Bonus™

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



#SEEMENOW
campaigners
Click here to find out more




Appointed 4 mental
health first-aiders



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



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



Contributed over 1,000
hours of volunteering



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...



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:

September 2020

MVP:

May 2021

Hours of training received:

150-200

New to market:

Yes



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.”

Joined:

August 2020

MVP:

September 2020, January 2021, September 2021

Hours of training received:

150-200

New to market:

No

A portrait of Ella Beese, a woman with long brown hair, smiling. She is wearing a black turtleneck. The portrait is set against a bright green circular background.

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... THE RIGHT PEOPLE ...

• • • **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
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