

Brighter minds

Our exceptional graduate programme



LICHFIELDS



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Lichfields is the pre-eminent planning and development consultancy in the UK

We've been helping create great places
for over 50 years.

lichfields.uk

Cover images

Centre: Southbank Centre, London

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Realise your talent

This is your chance to work hard and shape your future. We are always looking for exceptional graduate talent: people who share our passion for planning and development and delivering lasting results.

Our graduates are hands-on and embrace challenges. They have ambition and are given responsibility to work on some of the UK's most important development projects, whilst driving their own progression.



At Lichfields, graduates experience our energetic entrepreneurial culture. You will interact with senior directors, confront complex planning challenges, and build relationships and skills that will endure far beyond the graduate programme.

James Fennell, Chief Executive



In good company

We are highly successful and we are growing. We know this is because of the quality of our people. We are very proud to have been recognised as one of the 'Best Places to Work in Property' by Property Week magazine.

Many of our senior people started with us as graduates and worked their way up. We will give you the chance to work on some of the country's most exciting projects for the best clients. You will be given all the project experience and targeted training you need to build a brilliant career in planning and development.



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Above: BBC Broadcasting House, Portland Place



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Bright minds want to have fun

We know that people are most creative and achieve more if they're happy and have fun in their place of work. That is why we like to combine the two. You will enjoy the support of mentors and colleagues, as well as our social and networking events, where you can build lasting friendships.



Above: One of the many seminars that Lichfields hosts
Right: Lichfields' walking weekend in the Brecon Beacons



Investing in you

We are an employee-owned company. That means all our profits are invested back into the business to benefit our people. We pay competitive salaries and fantastic bonuses so that all our people share in the success of Lichfields.

In addition to our rewards and benefits' offerings, we strive to ensure that we have policies that promote a healthy workplace. Whether it's a focus on work/life balance or the opportunity to work from one of our nine offices across the UK, we aim to meet our people's needs.

Your benefits package

- ▶ Market-leading salary
- ▶ Learning and development
- ▶ Employee benefit bonus scheme
- ▶ Employee assistance programme
- ▶ Pension
- ▶ Study trip
- ▶ Cycle to work scheme
- ▶ Interest free travel loan
- ▶ Mentor scheme
- ▶ Private medical insurance
- ▶ Death in service benefit
- ▶ Interest free rental deposit

Staff feedback

We received a remarkable completion rate of 95% to our last staff survey with the following outstanding results:



92% OF STAFF

would recommend Lichfields to others



94% OF STAFF

feel proud of the work they do



91% OF STAFF

believe Lichfields encourages creativity and innovation

This is only the beginning

Inspired by our legacy of investing in people, our three year Graduate Programme is designed to draw out the best in you. We provide you with the opportunities to prove your capabilities and pursue realising your potential.

Our graduates have important roles that come with real responsibility. Your delivery and contribution during the programme will shape the scope of your future at Lichfields.

The programme is driven by what you need to learn and experience in order to succeed.

Helping you transition into life at Lichfields

Lichfields onboard

Our personalised induction process

Graduate induction day

A chance to learn, network and socialise

Buddy scheme

Designated support from day one



Becoming a qualified professional

APC support

Pass with help from a RTPI Learning Partner

Graduate rotation scheme

Experience more by working in different teams

Mentoring programme

Ongoing career advice



Broadening your experience

Leading experts

Work alongside the UK's planning and development experts

Blue-chip clients

Advise household names and the best clients

Major projects

Develop skills on high profile projects



Helping you grow

L&D bitesize

Our self-learning programme

Clear promotion paths

To support your progression

Planning matters

Contribute to our award winning blog



Life at Lichfields



Being part of a smaller office has given me exposure to all sorts of planning and research work, and at the same time I definitely feel part of the wider company which is very welcoming and collaborative.

Jennifer Joule, Bristol



I chose Lichfields because of their reputation and haven't regretted it. I have gained experience in various sectors via the rotation scheme and continue to develop my professional network through industry events and interaction with clients.

James Burman, London



I have had limitless opportunities to work on different schemes with some great clients, and many openings to raise my professional profile, as Lichfields recognises the benefits for Graduates to build up strong networks early on.

Imogen Zulver, Manchester

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If you are interested in joining a graduate programme that is unlike any other, see our website for details on how to apply:

lichfields.uk/graduates