



Your opportunity, our future

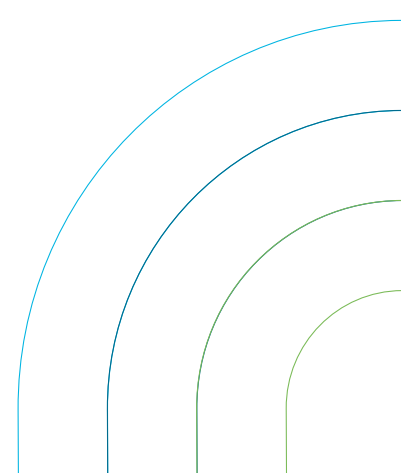
John Rowan and Partners

www.jrp.co.uk



INVESTORS
IN PEOPLE

Silver
Since 2001





BROWN'S HOTEL, MAYFAIR

DONOVAN BAR

SECTORS

- RESIDENTIAL
- HOSPITALITY AND LEISURE
- PUBLIC SECTOR
- EDUCATION
- BANKING AND FINANCE
- OFFICES

SERVICES

- QUANTITY SURVEYING
- PROJECT MANAGEMENT
- BUILDING SURVEYING
- SITE INSPECTOR
- SAFETY COMPLIANCE
- PLANNING CONSULTANCY
- STRATEGIC ASSET MANAGEMENT

LOCATIONS

- UK
- EUROPE

ABOUT JOHN ROWAN AND PARTNERS

John Rowan and Partners is an award winning, multi-disciplinary property and construction consultancy.

We are a truly multi-skilled business with expertise in all sectors of the property and construction industry, working in both the public and private sector. We constantly strive to succeed and provide innovative solutions for our projects, delivering an effective professional service for our clients.

The business has changed since 1982, but one thing that hasn't changed is our culture. Our culture is the environment we operate within and the way we think and act. It is living our values in the achievement of our goals and we have a vibrant, energetic and caring way in which we do this.

There is no other company in the world like John Rowan and Partners – just the way we like it.





YOUR OPPORTUNITY OUR FUTURE

“

... Working here is a pleasure. I enjoy the great benefits such as flexible working hours, the ability to work from home, free gym passes and casual dress Fridays. I'm glad to be part of such a great team who are supportive and help with my development...

”

*Asmita Kerai
Graduate Quantity Surveyor
Class of 2017*



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I graduated from Reading University with a BSc in Quantity Surveying. I had a successful 10-week summer placement with John Rowan and Partners in 2016 and assisted in delivering a quantity surveying role on projects such as Sainsbury's, Stonegate pubs, and a residential refurbishment project in East London.

As the friendly, flexible and professional environment appealed to me, I decided to join in a full-time position. I've been part of many projects already, starting off my first year in the Public Sector Regeneration team increasing my knowledge and technical skills including assessing 177 final accounts.

I am now currently juggling two residential projects as well as being seconded in Camden Council working in the client's office. This has helped me with my time management skills and efficiency as well as negotiating with contractors to meet client needs.

Working here is a pleasure. I enjoy the great benefits such as flexible working hours, the ability to work from home, free gym passes and casual dress Fridays. I'm glad to be part of such a great team who are supportive and help with my development.

Rajvina Nijjer
Graduate Building Surveyor
Class of 2017

I graduated in Building Surveying from Reading University, joining in October 2017.

At John Rowan and Partners, I have already had the opportunity to work in different areas of building surveying, such as party walls, latent defects, building surveys, dilapidations and contract administration. This has enabled me to build a great deal of experience in a short period of time.

Furthermore, I have been given the opportunity to assist a senior project manager on a high-profile project within the grounds of Charing Cross Hospital. This has developed my core surveying skills and knowledge around pathology and construction technology as well as more transferable skills such as contract management and client liaison.

I genuinely enjoy working here as there is a friendly atmosphere within the company, which is accentuated by the social, sports and charity events that take place throughout the year. There are also great benefits, such as flexible working hours and the ability to work from home.

WORKING FOR US

Having people of all ages and experience join us forms a key part of our sustainable business plan at John Rowan and Partners. We dedicate time for enthusiastic and passionate people to come and build their successful careers with us, so we can develop together.

As an Investors In People, Sunday Times Top 100 Employer, a Building Good Employer and shortlisted for the National Business awards 'Employer of the year', John Rowan and Partners is the place to work to develop your career, be valued and enjoy yourself while you're doing it!

At John Rowan and Partners everyone's contribution is valued. The on-going contact with our Equity Partners and Partners is a great asset to our placements and Graduate Development Programme. Unlike many other organisations, we firmly believe in promoting our employees when they demonstrate the skills, experience and behaviours we value. So, in line with this, our Graduate Development Programme allows for promotion whenever you are ready. So, it's up to you.

Graduate and undergraduate opportunities

We offer bespoke programmes, tailored to the needs of our graduates and placement students. All of whom receive:

- A full company induction
- A mentor and in-house support from our dedicated team of APC counsellors and supervisors
- A planned and structured programme ensures that you will be rotated to different roles and teams, gaining a breadth of experience
- Formal and on-the-job training are combined to ensure that commercial and business skills are developed alongside technical and industry knowledge
- A competitive salary, good working hours, excellent holidays and even an exercise subsidy to keep you fit and healthy!

We are keen for you to become chartered as soon as you are ready. Our APC Club allocates each candidate an assessor and supervisor. They undertake monthly meetings with both, in order to track progress and ensure they are provided with all the help and support they need. In addition to this, bespoke in-house training sessions are run monthly by both internal and external experts in the field.

We recruit in a range of disciplines, including:

- Building Surveying
- Quantity Surveying
- Project Management
- Planning
- CDM/Principal Designer

Recent graduates and placement students have worked on diverse projects, such as the Green Man Lane housing regeneration, Brown's Hotel in Mayfair, London and Birmingham Hilton Metropole Hotels and secondments for our key clients.

The company funds all the required training, travel, resources and a weeks' dedicated study leave for every individual, empowering them to achieve their APC within two years of joining the business.

We offer keen undergraduate and postgraduate students the chance to develop through our programmes. We offer paid summer and sandwich year placements allowing you to gain valuable 'real world' experience in the workplace, whilst also undertaking significant training and having the opportunity to join our APC Club and get ahead of the game.

If you are interested in applying for one of our programmes, please visit our careers page:

www.jrp.co.uk/careers



The APC Club | Developing the future

The latest Construction Skills Network Forecasts 2016 – 2020 report estimates that in order for UK consultancy firms to meet the industry's projected demand for 2020, the annual recruitment for surveyors will need to increase from 70,740 to 75,530 by 2020.

With the sector already experiencing a skills shortage, these figures highlight the importance of not only encouraging more young people into surveying but the need to support post graduates in achieving their RICS accreditation to set them firmly on their career paths.

John Rowan and Partners is looking at ways to improve the number of chartered surveyors within the business. We have created a new training forum to use the experience of senior partners to help their newest members of staff achieve accreditation. Known as the John Rowan and Partners' APC Club, candidates are supported through the process as a team by three accredited assessors and 27 MRICS accredited members of staff.

“

...I feel that passing the APC has been a greater academic achievement than graduating from my degree course...

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How does it work?

The process works by each candidate being allocated an assessor and supervisor, they undertake monthly meetings with both, in order to track progress and ensure they are provided with all the help and support they need.

In addition to this, bespoke in-house training sessions are run monthly by both internal and external experts in the field. The company funds all the required training, travel, resources, and a weeks' dedicated study leave for every individual.

Athma Sarma, Partner at John Rowan and Partners, is one of the mentors for the candidates: "The team spirit of the APC Club brings a new level of motivation and enthusiasm into the APC process. We all become even more invested in the process and in seeing our candidate through to achieve success."

"The opportunity for us as a business was to improve the number of RICS Chartered Surveyors, like any consultancy having the best people is key to us being able to deliver the best results for our clients."

“

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To help everyone involved in the APC Club, students and mentors are matched according to 'fit' including learning style, experience and skills. Nearer to application time, the assessor and supervisor review application papers ahead of their submission.

"To get the candidates used to the APC process we have a dedicated team of internal chartered surveyors closely supporting the candidates. To get them ready for final assessment we run mock interviews with the company Board and we use an external coach to help develop both presentation and interviewing skills with the candidates. We've found that this type of one-on-one coaching really helps them to get a broad review and prepare them for the APC process."

"The process is working and has proven to be a success, we've moved from a 65% pass rate in 2015 to 95% in 2018 so far."

The assessment itself is fully funded, and a big celebration follows each round of success, including lunch with the Managing Partner and Chairman to discuss their future career direction and the support the business can give. Training and development support includes 360-degree feedback and an impressive £5,000 per annum pay rise. The APC success also gains additional points in the business grading structure and can lead to further promotion.

Our APC club and drive towards developing future talent has seen John Rowan and Partners nominated for 'Skills Initiative of the Year', with our 'Classroom to Chartership' programme.

Continuous learning – and a little celebration!

Post final assessment, the APC Club review meetings then bring everyone together to share what they learnt, generate ideas for the next round, and ensure that the right support is available at the right time.



Kim Reid

Associate Partner /
Quantity Surveyor



James Roche

Building Surveyor

Kim Reid has been through the process and commented on the benefits of the club: "For candidates going through the APC process, the Club really brings out the best in everyone. It encourages theoretical knowledge sharing and acts as a sounding board for sharing tips, coaching and any challenges people are coming up against."

"The process really helps you to develop your ability to talk confidently around your understanding of the relevant subjects. For me passing the RICS chartership is a great career achievement and I think there is great value to being part of such a highly respected professional body and the opportunities that come with it."

Recently chartered James Roche, Building Surveyor, commented on achieving chartership: "I feel that passing the APC has been a greater academic achievement than graduating from my degree course due to the professional recognition of an institution."

"I'm very pleased to say that with the help of the APC club I passed first time and have been rewarded with a promotion and pay rise."

"I am now going full circle with the process as I have become an APC supervisor for the new graduates joining the APC Club. I work with the latest candidates to review documents prior to submission and observe and feedback on the mock interviews."

“

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A career at John Rowan and Partners will offer competitive starting salaries and great benefits.

Salary and benefits

We offer excellent benefits to all our employees including:

- Flexible working
- Introduce a friend scheme - £5,000
- 25 days holiday entitlement, plus bank and public holidays
- Pension scheme
- Health insurance / private medical cover (G)
- Life insurance
- Gym subsidy
- Season ticket loans
- Cycle to work scheme
- Enhanced maternity, paternity and adoption pay
- Childcare vouchers
- Funding for professional membership or chartership
- Company car or car allowance (G)
- GAYE - Give As You Earn

(G) Some benefits will become available upon reaching certain grade levels or the amount increases as you move through the grades.

Application process

To see the latest application deadlines head to our careers page on our website:

www.jrp.co.uk/careers

For Graduates

Any successful applicants will be invited to our graduate assessment day, where you will learn about the company culture, our values and engage in presentations and individual interviews throughout the day.

We are looking for highly driven graduates with a passion to work for us, good interpersonal skills, a desire to continue learning and help deliver the best results.

Our talented graduates will join us in making a difference to our clients, our industry and the communities we work in.

Our Lego Story

What's with the Lego we hear you ask? Well, this was an idea by one of our employees to turn every individual who works for John Rowan and Partners into Lego. Every single employee is displayed on our Lego board with bricks that represent their length of service to the business. Every year employees receive a new brick.



BUILDING A SUSTAINABLE FUTURE



Dominic Cherry

Senior Quantity Surveyor
Joined in 2012



Avraam Kontos

Quantity Surveyor
Joined in 2015

My journey began in 2012 on a 3-month internship from the University of Reading. Following the internship, I was asked to stay on as a graduate quantity surveyor in the Commercial team, which I happily accepted.

With over 3 years in the Commercial team I have had the privilege of delivering a wide range of hotel and pub refurbishments that includes The Lowry Hotel in Manchester, Threadneedles Hotel, Crowne Plaza, Ealing and the Greene King "Pubs with Rooms" programme.

The scope of work in terms of size and type of project is diverse and, following the 3 years in the Commercial team, I was given the opportunity to head out to the Middle East and help open the Abu Dhabi office. Whilst out in Abu Dhabi I was exposed to wide range of large scale aviation and infrastructure projects involving the United Arab Emirates government.

I spent two years in the Middle East gaining valuable experience before heading back to the London office, where I joined the Residential Development and Regeneration team. Since joining the Residential Development and Regeneration team, I have worked on the Green Man Lane regeneration and the development of Upton Park, West Ham's old stadium.

John Rowan and Partners has an excellent atmosphere to work in with a family feel throughout. The business is run through a set of values that are actively emphasised and worked towards by everyone within the company, which contributes to an excellent and fun working environment.

The year is filled with fun events, and there is always something to look forward to, which is why I love working here!

I graduated in Quantity Surveying and Project Management (MSc) from Reading University and joined John Rowan and Partners in September 2015 as a graduate.

I was quickly put to work assisting senior colleagues of a variety of different projects which began to broaden my knowledge and experience straight away. I had the opportunity to work as project quantity surveyor in a major refurbishment scheme for Royal Holloway University of London, where I provided cost management services to the client throughout all phases of the project. Within John Rowan and Partners, I had the opportunity to assist several teams by providing cost management services to clients of the Public Sector Regeneration team and Commercial team. I am currently involved in an exciting project for the refurbishment and enhancement of Hilton Hotels in London and Birmingham.

The wide range of project work I have been exposed to since starting at John Rowan and Partners has allowed me to build a great deal of experience in a short time whilst being supported by a knowledgeable and approachable team, with a willingness to assist with my development and learning.

As my experience has grown I have developed both my core quantity surveying skills as well as my understanding of the business as a whole. With the inclusive nature of the company you are able to understand your role in the business plan and encouraged to put forward ideas for improvement.

I genuinely enjoy working here as the business is true to their values. Everyone works in a conscientious and professional manner with a personal touch that some companies tend to lose. There is a friendly atmosphere within the company, which is accentuated by the social, sports and charity events that take place throughout the year.

RECENT PROJECTS AND CLIENTS



Green Man Lane Regeneration, London

A six phase £150m+ scheme to provide a total of 750 apartments and houses, a school, community centre, café and gym, in addition to private and shared amenity space and public open space.

The scheme includes an on-site energy centre to provide heat and power for all the homes and community facilities.



Greene King, UK

We have a long-term working relationship with Greene King. Our aim is to maximise their portfolio value and maximise the return on investment for each property they own. We have supported their business growth with our capital, repair and maintenance programmes.

We have generated a number of opportunities including retail, commercial and residential development, as well as opportunities to increase and remodel trade areas to increase revenue.



Upton Gardens, London

Upton Gardens, the redevelopment of West Ham's former Upton Park Boleyn Ground, is being developed by Barratt London and will deliver 842 new properties over multiple phases and consists of one, two, three and four-bedroom homes.

We have undertaken robust design reviews providing the developer and designers with key guidance on unit layouts, design criteria compliance for funding and district heating installations.



Brown's Hotel, London

Rocco Forte's famous 5 star Brown's Hotel in Mayfair, one of London's most established hotels and home to the Kipling suite, so called because it is believed that Rudyard Kipling penned 'The Jungle Book' whilst staying.

We were appointed to provide cost management, project management and health and safety advice to combine heritage features with modern building technology, whilst maintaining daily hotel business and minimising disruption.



The Balmoral, Edinburgh

A landmark in the centre of the city, The Balmoral Hotel is a luxury 5-star property at Edinburgh's most prestigious address, No. 1 Princes Street.

We worked closely with the Rocco Forte Hotels design team to transform 43 rooms and suites at the historic Balmoral hotel, providing project management and health and safety principal designer services.



Battersea Reach, London

We were involved with Phase 2 of the affordable housing element at Battersea Reach to provide affordable rent and shared ownership homes.

Battersea Reach is a thriving riverside community offering a truly modern urban lifestyle with access to relaxing open spaces and fast access to businesses, shops, entertainment and international travel.



SOLVING PROPERTY AND CONSTRUCTION CHALLENGES WORLDWIDE

CONTACT US

Head office

Craven House
40 Uxbridge Road
Ealing
London W5 2BS

Northern UK regional office

The Coach House
Handsworth Parish Centre
Sheffield
S13 9BZ

E: jrp@jrp.co.uk
Tel: +44 (0)20 8567 6995

