



WHO ARE THE PROPERTY TRAINING FORUM?

The Property Training Forum (PTF) is a collective of HR and recruitment professionals from some of the UK's largest property/real estate firms, and representatives from some of the universities who run RICS accredited degree courses. The PTF meets throughout the year to share insights and best practice around early careers recruitment, training and the RICS APC.

WHAT IS THE GRADUATE OFFER CHARTER?

We recognise that January can be a particularly busy and stressful time for students as you juggle exams and coursework deadlines with attending interviews and assessment centres in the hope of securing a place on a graduate training scheme in September.

With most firms making their offers throughout January, we know it can be a nervous wait and, if you are fortunate enough to receive multiple offers, then you will have some important decisions to make!

This is the start of YOUR career in property so it's important that you choose the company that is the right fit for YOU. That is why some of the largest commercial property firms in the UK have come together to collectively sign a charter which means that you do not have to accept an offer from any of us before the 31st January 2024.

Of course, if you get the offer you really want then you can accept that at any time and we would encourage you to do so. However, we cannot pressure you into accepting our offers before the 31st January 2024.

We believe this has the following benefits:

- Creates a level playing field.
- Reduces stress and anxiety.
- Affords you more time to choose the company/offer that is right for you.
- Minimises the risk of students going back on their word in favour of a subsequent offer.



The charter is currently supported and backed by all the firms and universities shown and will be reviewed on an annual basis.





HOW DOES THE CHARTER WORK?

If you receive an offer of employment from any participating firms during the recruitment period (typically Dec-Jan), you are not obliged to accept it, unless you want to, until the 31st January 2024. This means that firms cannot give you a hard deadline or pressure you to accept the offer before this date.

It also means that if you receive multiple offers from different firms, you have the time to make an informed decision and choose the offer that is right for you, without being pressured. All that we ask is that once you have made your decision you let the relevant firms know as soon as possible and don't keep them waiting.

If you receive an offer from your preferred firm and do not wish to wait for other offers, then once again we would encourage you to accept that offer as soon as you are ready.

WHEN DOES IT APPLY?

- The charter applies to graduate surveyor vacancies in London and the regions.
- The charter applies to vacancies on the Commercial Real Estate, Valuation and Residential RICS APC pathways only.
- The charter applies to both cognate and non-cognate (those without a RICS accredited degree) students.

WHEN DOESN'T IT APPLY?

The charter **does not** apply to the following:

- All other RICS APC pathways not listed above.
- Early offers made by firms to their summer interns and placement year students.
- Firms who are not part of the charter.
- Any offers made after the 31st January 2024 deadline.

WHAT FIRMS CAN DO

- Participating firms may offer you a position anytime in the enrolment period before 31st January.
- Firms who have offered you a position may call you out of courtesy to make sure you have received the offer and check-in to see if you have any questions etc.

WHAT FIRMS CANNOT DO

- Firms should not give you a deadline to accept the offer before the 31st January.
- Firms should not pressure you in any way to accept their offer or offer incentives to do so.

To learn more, speak to representatives of any participating firms at your university career fair or other events.

