



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 29th January 2025. 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 29th January 2025 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 29th 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.

