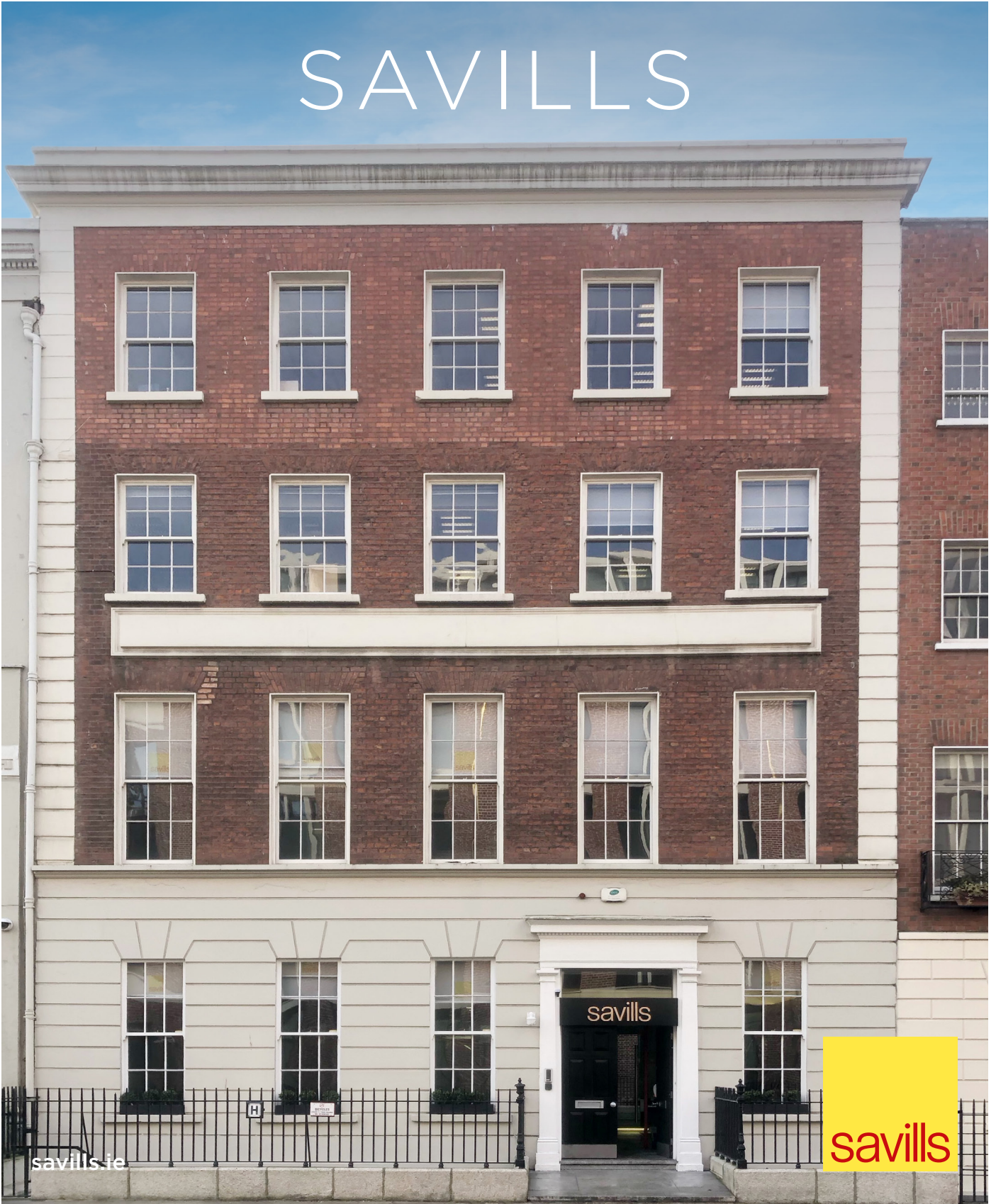


# WORK AT

# SAVILLS



savills.ie





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# WHY SAVILLS

## Property starts with people.

Founded in 1855, Savills is one of the world's leading property agents. Our experience and expertise spans the globe, with more than 700 offices in 70 countries across the Americas, Europe, Asia Pacific, Africa and the Middle East. Through our advice, our property management capabilities, and our transactional services, we help our clients to fulfil their real estate needs – whatever and wherever they are.

A unique combination of sector knowledge and flair gives clients access to real estate expertise of the highest calibre. We are regarded as an innovative organisation and a number of recent market awards are a testimony to our success.

Savills UK & Ireland has 124 offices and associates, three in Ireland, servicing the full spectrum of the real estate sector through our 300 service lines. We provide a complete range of property solutions throughout the lifecycle of any real estate asset nationwide.

Savills Ireland has been consistently recognised as a leading Irish practice. Our success and reputation are based on our absolute commitment to customer service, our unrivalled deep knowledge and understanding of the Irish property market and our responsive and flexible entrepreneurial approach. This gives us the opportunity to work with some of the most prestigious and well recognised organisations in the world. Our vision at Savills is not to be the biggest, just the best.

£13.7 billion

OF GLOBAL TRADE HAS PUT SAVILLS INTO THE TOP 5 GLOBAL REAL ESTATE ADVISORS.

Over 700

OFFICES AND ASSOCIATES CREATING A STRONG GLOBAL REACH AND NETWORK.

Over 40,000

EMPLOYEES ACROSS EUROPE, ASIA PACIFIC AND THE AMERICAS.



# SAVILLS IRELAND

Savills Ireland has been at the forefront of the Irish property market for more than 60 years.

With more than 300 employees, Savills Ireland is a full service real estate advisory firm covering the entire Island of Ireland with offices in Dublin, Cork and Belfast. Savills is about people. Our finest products are the knowledge and expertise of our employees.

Every employee plays a critical role in our firm's success. On joining Savills, the challenge will be to operate as part of a fast paced team, be capable of performing at a high level whilst committing to an ethos of continuous personal and professional development.



### Opportunity leads to success

I started on the Savills graduate programme in May 1999 and, at the time, I couldn't have imagined that 21 years later I would end up being appointed Managing Director.

On reflection, there is absolutely no reason why I couldn't - or shouldn't - have had those thoughts or aspirations, because Savills is a place where development is nurtured, and hard work rewarded.

What was true then, and I believe remains true to this day, is that of all property advisors in the industry, Savills is the company most graduates want to work for.

The graduate programme gave me the opportunity to experience various facets of commercial and residential property advisory - such as investments, retail, and residential re-sales both in Ireland and in London - enabling me to discover my forte.

Opportunity leads to success and, in the end, I settled in the land development & consultancy division but this wouldn't have been possible without the opportunity that allowed me to discover my potential.

Whatever your forte is, rest assured, you'll discover it at Savills.



**Mark Reynolds**  
Managing Director

# KEY CLIENTS



# EXPERIENCE PROGRAMME

At Savills we believe engaging with graduates in final year is too late. We know the importance of practical, on-the-job work experience to help grow students as they progress with their educational studies. That's why we've introduced Experience Programmes to cater for all students, regardless of their academic year.

## The Savills Summer Scheme

The Savills Summer Scheme is targeted towards second and third year college students. This is a formal, three month, fully paid summer placement where students will get the opportunity to work within a Savills department and be paired with a current graduate for the duration of the programme.

Students are encouraged to meet with their department Directors at the beginning of their placement and set

goals and objectives for their time in Savills. Students will receive constructive and real-time feedback from their Directors throughout their placement to assist in their professional development. Participating in the scheme will also help strengthen student applications for the Savills Graduate Programme.

Applications for the Savills Summer Scheme open in April each year with Programme commencement in June.

\*Please note Programme commencement for the Summer Scheme is flexible.



After completing my Master's in Real Estate at TU Dublin, I joined the Savills graduate programme. One of the key attractions of this programme was the opportunity to gain exposure to different aspects of the commercial real estate industry through three rotations.

In my first year, I worked in the Valuations department, where I gained invaluable insights into property appraisals, market analysis and consultancy.

My second rotation was with the Investments team, where I had the opportunity to delve into the intricacies of real estate investment strategies. This role challenged me to think critically and strategically about the market.

For my final year in the programme, I was placed in the Retail department, expanding my knowledge even further. This allowed me to develop a well-rounded understanding of the industry.

What sets the Savills graduate programme apart is the chance to explore various departments

while ensuring you acquire the necessary competencies for your APC. This comprehensive training approach is invaluable.

Savills also provides ample resources to support graduates in preparing for their APC, ensuring they are well-equipped for success.

Additionally, the social aspect of working at Savills is a strong feature of the graduate programme. Building relationships with peers who are on a similar journey is a valuable support network.



**Laura Hurley**  
Graduate Surveyor

# GRADUATE PROGRAMME

We know that making sure Savills employees are equipped with the necessary knowledge and skills is crucial to the achievement of our organisational goals, and contributes to our strategy of providing our employees with an exciting and rewarding career.

We have opportunities in our offices for property graduates to join the company on a three year graduate contract. During this time the successful candidates will gain the broad practical experience to build their reputation as a trusted advisor.

Over the course of the three years, you will receive full APC support including an assigned APC counsellor and supervisor, final assessment preparation including mock interviews and APC coaching, and numerous support resources. We pride ourselves on offering best-in-class support to graduates undertaking their APC.



I joined the Research team at Savills in May 2021 after finishing my degree in Property Economics at Technological University Dublin. The Research team was of huge interest to me given the exposure to all areas of the real estate market, in addition to economic and financial environments.

As a graduate, I receive access to continuous learning and development. I also have the opportunity to sit the APC which I'm doing through the Property Finance and Investment pathway. One of the best things about Savills is the community of graduates within the company which creates a fun and helpful community.

Aside from the learning and development support, the social aspect of Savills is excellent. Our CSR Committee hosts themed events throughout the year to gather the company together for various occasions which is a great

way to socialise with everyone we don't work with on a day-to-day basis. I've found the community with fellow graduates at different stages of their pathways, and the friendly atmosphere amongst departments has been of huge benefit.



**Cara McDowell**  
Graduate Research Analyst

My journey into the real estate industry commenced in the summer of 2019 when I participated in the Savills Summer Internship Programme. This time spent at Savills was invaluable while completing my undergraduate degree and gave me the confidence to take the next step in my property career after graduation.

After my undergraduate, I returned to Savills as part of the Graduate Programme. Given how beneficial my previous time at Savills was, this was an easy decision. During my first rotation, I was involved in valuations required for secure lending for development land, office, retail and industrial properties and fund valuations for extensive portfolios comprising PRS and Retail assets.

I have since rotated into the Office agency department, where I will further expand and deepen my commercial knowledge, broaden

my skills, and gain an in-depth understanding of commercial sales and lettings.

I am certain that the knowledge I have acquired during my time in the Savills Graduate Programme will prepare me for success in my APC assessment and prove invaluable throughout my career.



**Simon Creighton**  
Graduate Surveyor

# COMMERCIAL PATHWAY

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## What qualifications, attributes and characteristics define our Commercial Graduates?

- Preferably a Property Qualification (Level 8 or Level 9)
- Solid work ethic, inquisitive and eager to learn
- Flexible, adaptable and numerate
- Excellent communication skills – both verbal and written
- Excellent relationship builder, a client-focused approach
- Full driving licence
- Energy and determination to succeed
- Persuasion and negotiation skills
- Good decision-making
- Problem-solving strength
- Strong planning and organisational skills
- Proven commercial awareness and a clear understanding of the role of a chartered surveyor and the APC process
- Demonstrated interest and knowledge of the property industry and developing markets

## What support & training will you receive as a Savills Commercial Graduate?

- Welcome pack and induction specific to the graduate experience
- An assigned APC Counsellor, APC Supervisor and Graduate Programme Owner for the duration of your tenure
- Rotations internally within Savills
- Training in Soft Skills which include Negotiation, Networking and Managing Client Relationships, etc.
- Career support and guidance available in addition to on-going performance feedback
- In-house CPD Seminars
- Access to an internal APC Library
- Final Assessment Preparation Series including Mock Interviews and APC Coaching

# RESIDENTIAL PATHWAY

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## What qualifications, attributes and characteristics define our Residential Graduates?

- Preferably a Property Qualification (Level 7, 8 or 9)
- Solid work ethic, inquisitive and eager to learn
- Flexible, adaptable and numerate
- Excellent communication skills – both verbal and written
- Excellent relationship builder, a client-focused approach
- Full driving licence
- Energy and determination to succeed
- Persuasion and negotiation skills
- Good decision-making
- Problem-solving strength
- Strong planning and organisational skills
- Proven commercial awareness and a clear understanding of the role of a residential negotiator
- Demonstrated interest and knowledge of the property industry and developing markets

## What support & training will you receive as a Savills Residential Graduate?

- Welcome pack and induction specific to the graduate experience
- Rotations within the Residential teams including New Homes, Country Homes and Residential branches
- Training in Soft Skills which include Negotiation, Networking and Managing Client Relationships, etc.
- Career support and guidance available in addition to on-going performance feedback
- In-house CPD Seminars
- Access to an internal APC Library
- Full APC Support will be provided should the Graduate wish to undertake their APC, (subject to SCSL eligibility requirements).
- Final assessment preparation series including mock interviews and APC coaching

# GRADUATE BENEFITS

Competitive Salary

Participation in Company Bonus Scheme

APC Completion Bonus

Employee Wellness Programme

Generous Holiday Package (25 days, including company days)

Access to free Digital Doctor

Onsite Fitness Centre & Classes

Onsite Massages

Sports Physiotherapy

Contributory Pension Scheme

Access to Group Discount (VHI & AVIVA)

Study & Educational Assistance

Active Social Committee (funded by Savills)

Active CSR Committee

Savills European Young Professional Network



My initial exposure to Savills was within the summer of 2019, where I worked for 4 weeks within the Savills Office in Belfast. This gave me great exposure to Savills company culture, ethos, and the day-to-day role of a surveyor.

When deciding where to apply for a graduate position, I was mainly focused on the UK, however I spoke to previous colleagues and others within the Industry; who all recommended Savills in Dublin. This was partly due to the strength of the Irish property market, but also as Savills stood out as being regarded as the best employer for graduates. Savills graduate scheme allows graduates to rotate departments every 12 months, which really appealed to me as I was still not completely sure on which area in the industry I wanted to focus on.

Upon completion of my university degree, I was fortunate enough to join Savills as a Graduate in September 2022 where I was placed within the Retail Agency team as my first rotation. Throughout these 12 months I focused on lettings, acquisition work and advising key clients on leasing strategies. I also assisted the Landlord and Tenant team with rent reviews and lease re-gears within Offices, Industrial and Retail properties. I have now recently rotated into the Investment team where I will continue to broaden

my expertise and understanding of the different sectors within the industry, with a hope to achieving my APC.

Savills places a strong emphasis on the development of graduates, and this is clear through the ongoing assistance and training offered to us daily. I can confidently say that I would highly recommend the graduate scheme within Savills as a great place to start your property career. The insight into different departments allows you to improve your knowledge and skillset, whilst also creating relationships throughout the industry. I have had the opportunity to work alongside the most skilled professionals in the property industry which will continue to stand to me throughout my property career.



**James Scott**  
Graduate Surveyor





When choosing what to study in university, a degree in property wasn't something I overly considered at the time. I decided to study a broader course, Economics at University College Dublin, and while it gave me a good grounding and foundational knowledge of the market, I knew upon completing my degree that that career path wasn't for me. I had spent some time looking into furthering my studies in commercial real estate, reaching out to friends who worked in property, and learning about the course and what it entailed. The more I learned about a career in property the more it appealed to me, and I enrolled in the MSc in Real Estate in Technology University Dublin.

Throughout my master's I researched various graduate programmes in both Ireland and the UK. Savills stood out for me as the obvious choice as it has been awarded the 'Property Graduate Employer of Choice' for 17 consecutive years, a title held since the category's inception in 2007. I also knew some employees in Savills Ireland at the time and I was very impressed by the culture and the opportunities given to graduates to learn from the outset.

I joined Savills as an Intern in the summer of 2021 within the Office Agency team, from where I progressed to a full-time graduate within the graduate programme. During my time in Offices, I was exposed to numerous elements of commercial agency working primarily on the leasing of office space in Dublin City and the surrounding suburbs. After over a year on the team, I rotated to the Development, Agency, and Consultancy department where I spent the next 12 months

further developing my knowledge of the industry in preparation for my APC. On this rotation, I worked primarily on the preparation of consultancy reports, and development appraisals for clients. I also had the opportunity to work on a number of site disposals in Dublin, Kildare, and Wicklow.

I have been on the graduate programme for over two years and have recently rotated to the Investment team which is my third and final rotation. I can confidently say that I would highly recommend the Savills graduate programme to any individual who is looking for an exceptional environment to learn and develop their skills in the real estate industry. This is aided by the strong culture and calibre of people working at Savills and the autonomy provided to graduates to take on new tasks while learning on the job. Working in this environment has helped me develop a strong market knowledge and skill set that I know will propel me through my career.



**Shane Gilbane**  
Graduate Surveyor