



GRADUATE DEVELOPMENT SCHEME

BUILDING FUTURES FOR SUCCESS





OUR CORE SERVICES

- Project Management
- Cost Management
- Building Surveying
- Health & Safety Advisors
- Monitoring Surveying & Due Diligence



We deliver our services across all the built environment sectors, including:

- | | |
|------------------------|--------------------------|
| Culture & Heritage | Mixed-use & Regeneration |
| Education | Offices & Commercial |
| Hotels & Leisure | Residential |
| Industrial | Retail |
| Infrastructure | Sport |
| Life Sciences & Health | Student Accommodation |



WELCOME

As you begin your career, it's vital to choose an organisation where you can learn, grow, and be challenged.

This brochure introduces the Stace Graduate Development Scheme—a two-year launchpad into the built environment.

Our programme offers structured support, guidance, and professional experience to help you progress. As a Partnership, we invest in our people and promote from within; we're proud that many of our graduates have advanced to senior roles with us.

We're looking for talented, motivated individuals to become our next generation of leaders.

At Stace, we encourage staff to achieve chartered status in their chosen fields, supported by colleagues who have recently done so. As a RICS-accredited company with an approved training programme, each graduate is assigned a supervisor and counsellor to guide them towards professional qualifications.

I hope the opportunities at Stace inspire you and I wish you every success in your studies and career decisions. We look forward to hearing from you.

Mark Ashby
Partner
BEng (Hons), MSc, MRICS

WHY STACE?

Stace is a leading, multidisciplinary construction and property consultancy delivering services across the UK, with offices in Birmingham, Cambridge, Epping, Leeds and London. We don't just seek to recruit the very best; we also look for people who are aligned with our values.

We know that when your values and ours are in sync, it provides a successful and rewarding environment.

Our values represent the foundation of our business:

INTEGRITY

We believe in holding both ourselves and our clients to the highest standards; embodying a consistent commitment to honesty, respect and trust.

DILIGENCE

Relentless in our pursuit of excellence, we deliver effective and bespoke solutions through unwavering engagement by our whole team.

We recognise that our staff are our greatest asset. We strive to create an environment that looks after the physical and mental wellbeing of all, delivering learning and development opportunities and to be inclusive. The results are reflected in our high retention rate of c.90%.

CURIOSITY

We encourage and embrace innovative thinking; nurturing and empowering our people to take ownership; to overcome challenges, to learn and to grow.

RESPONSIBILITY

Championing the importance of the ethical, the responsible and the accountable; we lead by example to play our part in a better-built world.



“Stace's Graduate Development Scheme provided me with an invaluable opportunity to apply my knowledge from university to day-to-day work, whilst supporting me to achieve my APC chartership.”

Kirstie Nagle

Senior Associate
BA (Hons), MScQS, MRICS



SOME OF OUR PROJECTS

THE OAKS, COVENTRY

Status: Complete

1,000 purpose-built student accommodation units.

WEMBLEY PARK

Status: Live

Delivering 8,000 homes over 85 acres. Stace has been working on this regeneration project for over 20-years.

MERIDIAN WATER, ENFIELD

Status: Live

A 25-year £8bn regeneration programme led by Enfield Council.

TEN DEGREES, CROYDON

Status: Complete

Two connected towers of 44 and 33 storeys. One of the tallest modular residential towers in the world.

THE OPTIC, CAMBRIDGE

Status: Complete

95,000 sq ft of lab-enabled commercial space in the Golden Triangle.

CASTLEFIELD VIADUCT, MANCHESTER

Status: Complete

Conversion of Grade II Victorian heritage railway into a sky park for the National Trust.

OUR TWO-YEAR PROGRAMME

Year A

Year 1s Introduction to Stage: Our Business	Year 2s Skills Day: Inspection Programming & Planning Economic Design & Cost Planning	Procurement & Tendering Legal / Regulatory Compliance	Project Finance Building Pathology	Diversity & Inclusion Teaming Working Inclusive Environments Sustainability	Quantification & Costing Managing Projects	Construction Technology & Environmental Services Design and spec	Ethics, Rules of Conduction & Professionalism	APC
September	October	November	January	March	May	July		

Year B

Year 1s Introduction to Stage: Our Business	Year 2s Skills Day: Inspection Programming & Planning Economic Design & Cost Planning	Contract Practice & Admin Accounting Principles & Procedures / Business Planning	Leading Projects, People & Teams Conflict Avoidance, Management Dispute Resolution Procedures	Client Care Data Management	Use of Voice Communication & Negotiation	Health & Safety Fire Safety Site Visit(s)	Ethics, Rules of Conduction & Professionalism	APC
September	October	November	January	March	May	July		

WHO WE'RE LOOKING FOR

Our Graduate Development Scheme (GDS) is accessible via different routes. Whether you've graduated from university or are part way through our RICS-accredited apprenticeship, what we look for remains the same.

For those who are enrolling onto our GDS straight from university, we are ideally looking for a RICS accredited degree. However, we do consider applications from graduates with degrees outside of property and construction.

Our clients know and trust our high levels of professionalism, intellectual abilities, and attention to detail, so we look for the following qualities and attributes:



Self-motivated, with ambition to progress



Quick thinkers who are prepared to take the initiative



Team players who both share and take responsibility, and are aligned with our values



Intelligent individuals who are passionate about their chosen discipline



Excellent attention to detail



Commercially aware individuals who will take an interest in the wider property industry



93%

of our people would
recommend Stace as a
workplace

WHAT TO EXPECT FROM US

We're incredibly proud of the strong reputation we've built delivering our Graduate Development Scheme. We strive to advance our graduates into experts within the profession and to achieve their career ambitions.

Whilst on our scheme, you will be provided with the development and training to become a professional. Our greatest endorsement is the number of people who began their careers with us and have since progressed into leadership roles at Stace. These senior professionals are now part of the team mentoring our next generation of leaders.

From the moment you arrive, you will work alongside senior professionals, becoming part of the team delivering award-winning projects. This will enable you to put your knowledge into action and expand your learning. We pride ourselves on providing a tailored programme, which fully integrates our graduates into the business.

Ultimately, you are responsible for achieving your career ambitions. At Stace, we provide the support, opportunities, and an inclusive environment for you to accomplish those goals.

A few perks of our scheme:

A competitive salary

Work-life balance

Biannual performance review and annual bonus

A range of benefits and insurance



“Our graduates are a vital part of what we do. Each of our divisions takes great pride in passing on the culture, knowledge, and technical expertise that transforms our graduates into well-rounded and respected industry professionals.”

Gareth Sinnamon

Partner

BSc (Hons), DipProjMan, MRICS, MAPM

MORE THAN A PLACE TO WORK

We're focused on achieving commercial success and delivering exceptional client service. However, we're also committed to creating a workplace where our people can excel. Whatever your background, we've cultivated an environment where you can succeed and belong.

As a business, we want to celebrate and support charitable initiatives, so everyone at Stace can take a day each year to participate in a volunteering initiative in the community. We call this a Giving Back Day.

We place huge importance on delivering a work-life balance for our people. A workplace that supports your wellbeing will provide an environment where you are more fulfilled and productive. We offer flexible working arrangements and early-finish Fridays. These benefits, and more, support our approach to a successful work-life balance.

Outside the office

With friendly sporting activities, various sociable events, and company days out, there are plenty of opportunities to get together with your colleagues outside of the job.



OUR GRAD'S VIEWS



Sev Ozkok
Project Manager
BSc

How did you find out about the Stace Graduate Programme?

My university provided information about various career opportunities and development programmes. Stace's programme stood out to me due to its comprehensive training and support for achieving chartered status.

What drew you to the industry?

The opportunity to be part of creating tangible, lasting structures that positively impact communities. The dynamic nature of the industry, with its blend of technical challenges and creative problem-solving, is incredibly appealing.

What did you learn on the GDS that you have applied?

I gained a wealth of knowledge and skills that I apply to my day-to-day role, including project management techniques, problem-solving, and technical knowledge.

Would you recommend taking this path into the industry?

Yes, I would highly recommend the GDS. It offers the opportunity for structured learning whilst gaining hands-on experience. We have mentorship support available, providing valuable advice and support throughout the journey.

What are your future career plans?

I am currently working towards becoming a Chartered Project Manager. I am excited about this journey and the opportunities it will bring to enhance my skills and help me contribute more effectively to future projects.



Joe Rose
Quantity Surveyor
MRICS

What drew you to the construction industry?

Since an early age, I've always been interested in the construction of buildings. Alongside this, maths was my favourite subject at school. With this combination, somebody once suggested Quantity Surveying as a career. From researching this further, it felt like the career for me. I explored multiple options and began an apprenticeship with Stace in 2017, completing it in 2021.

How did you find studying whilst working?

I found that you learn just as much, or more, from the experience you gain whilst in the role. Working alongside studying helped me become a better student and a better professional.

The work-life balance can be seen as tough; however, it was important for me to make the most of the training sessions on Graduate Development Scheme days. It's also beneficial to have professionals around you for advice and necessary resources.

What do you enjoy most about working for Stace?

The best thing about working for Stace is that everybody is an equally valued member of the team. I think it is important everyone is treated the same.

Everyone wants you to succeed and Stace provides the opportunity for all of us to develop our careers and reach our ambitions.



Kelvin Saddul
Senior Project Manager
MRICS

How did you find out about the Stace GDS?

Whilst studying for my Master's, a lecturer recommended me to Stace. Before the interview, I researched the company and found the scheme particularly interesting because it provided an opportunity to bridge the gap between the knowledge I had gained during my studies and real-world experience.

What do you enjoy most about working for Stace?

I've been given the opportunity to work on various schemes and with different clients, which has enabled me to develop into the competent project manager I am today. Working with this amount of differentiation has meant my knowledge of project management and construction has grown significantly in a short period of time. I am also surrounded by colleagues with

vast experience in the industry who have always been open to answering any questions I had.

What did you learn that you have applied to your role?

The comprehensive two-year scheme provided me with an overview of the necessary skills and knowledge required when managing projects, including administering a building contract, understanding the importance of client care, and presenting confidently.

What are your future career plans?

I recently became an MRICS Chartered Project Management Surveyor and would like to help others within Stace achieve their chartership. I am also working on some great schemes and look forward to delivering them in the coming year.



“Our graduate scheme goes beyond technical training – it builds confidence, fosters curiosity, and creates opportunities for growth, supporting graduates to flourish and achieve lasting success at Stace.”

Rosie Jackson
HR & Learning Development
Advisor



HOW TO APPLY

We aim for our application process to be straightforward and transparent, providing regular feedback to all applicants.

If you would like further information, our HR team are happy to answer all of your questions. You can contact them as follows:

T: +44 (0)1992 565565

E: recruitment@stace.co.uk

READY?

Send your CV and a covering letter to recruitment@stace.co.uk.

Applications are open from September onwards. We aim for first-stage interviews to take place at the earliest possible stage.

If you require further information about our Graduate Development Scheme, please visit www.stace.co.uk.

