

Lisney Graduate Programme



A welcome from our Managing Director

At Lisney, we put our clients at the heart of everything we do. We are looking for enterprising, driven and passionate people who will work with our clients to achieve success.

Our graduate programme is regarded as one of the best in the industry. You will be supported in developing your technical, interpersonal, teamwork and organisational skills. The scale of Lisney will allow you the opportunity to be involved in exciting projects across a wide range of asset types and locations in Ireland.

We are looking for a diverse group of graduates with energy, passion and ambition. Lisney provides a premium service to our clients and we know that in order to continue to do that we must recruit, train and reward the very best people. If this is you, I look forward to welcoming and working with you.

If you would like to discuss our graduate programme further please get in touch with me or Karen O'Reilly our HR manager.



Duncan Lyster

Managing Director

Karen O'Reilly

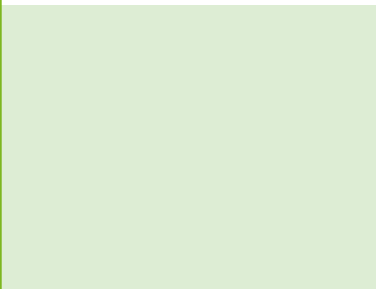
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Duncan Lyster

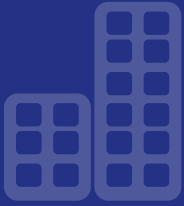
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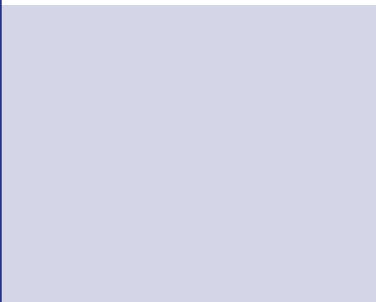
Residential Pathway



- Assisting/Liaising with negotiators
- Assisting negotiators working towards targets
- Showing potential purchasers and tenants properties and answering queries that arise
- Preparing marketing materials
- Liaising with clients and providing them with feedback
- Attending departmental meetings and providing updates
- Assisting with written reports for clients
- Evening & Saturday viewings
- File management
- Attending/participating in all residential meetings
- Office administration
- Responsibility and autonomy given on specific properties
- On the job training / external CPDs



Commercial Pathway



- Assisting with the marketing of properties, pitches and promotion
- Valuations
- Assisting with written reports for clients
- Completion of fund and general valuations (investments)
- Liaising with potential investors and clients and assisting with winning new business
- Assisting with the valuations of portfolios
- Preparing valuation reports
- Preparation of reports and sales strategies
- Creating marketing and advertising schedules
- Viewings
- Responsibility and autonomy given on specific projects
- On the job training / external CPDs



Graduate Testimonials

Year 1

Ryan, Commercial Surveyor, Investments

"I work in the Investments department which is part of the commercial agency team. On a daily basis the department deals with sales and acquisitions of investment properties across all sectors and also deals with fund and portfolio valuations. From the outset, I have assisted in both the agency and valuation work including compiling of information for brochures, undertaking inspections and measurements of different types of properties, reading lease and licence agreements, gathering and analysing comparable evidence, report writing and assisting with valuations of several types of properties, including residual land valuations."

Year 2

Lorita, Graduate Surveyor, Residential

"When I started in Lisney I was working in the busy Drumcondra Office, here I learned the systems and assisted with all aspects of the role from the initial sales appointment, putting the property on the market, negotiations and closing a sale. In my second year I was fortunate enough to work in other offices where I got experience in the Lettings department. In the same year I was involved in the opening of our new office in Dundrum which was invaluable to my development as a negotiator. As the months past I have been given the opportunity to handle sales solely from the start to finish."

Year 3

Aoife, Graduate Surveyor, Professional Services

"I started my time with Lisney in the valuations department where I received a great grounding to start my career within the property industry. Working in the professional services department gave me insight and a knowledge base for the various types of property that we encounter on a daily basis. In my second year of the graduate programme I rotated in the office department where I was involved in the letting and sale of office space acting for both landlords and tenants. This was a great opportunity for me to experience a different aspect of working within the industry. I have just entered my third year of the graduate programme with Lisney and hope to sit my APC interview in April 2017. I have returned to the professional services team where I continue to gain experience in valuing commercial property."



What's in it for you?

Education

- Paid subscriptions to professional bodies (SCSI, RICS, IPFMA)
- Up to 10 additional days of paid study leave per academic year
- Educational assistance of up to €2,500 per annum per course
- Professional development and training

Social

- Active Social Committee with social events through the year including Summer BBQ, tag rugby, Christmas Party etc

Leave/Holidays

- Christmas closure (from 22nd December-2nd January, depending on weekend dates)
- Half day on your birthday
- Marriage Leave
- Early finish on Bank Holiday Fridays

Wellbeing

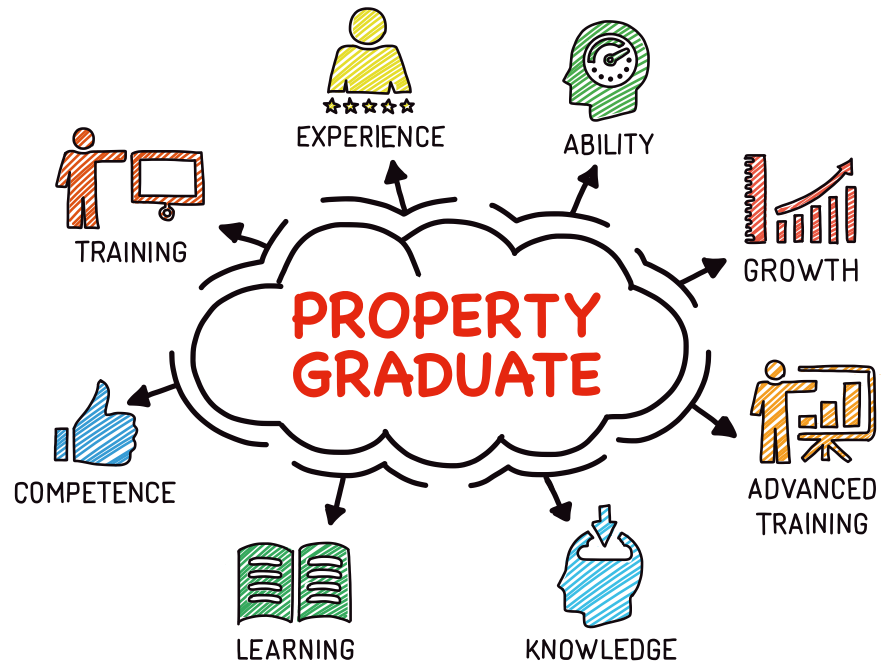
- Long lunch break - 1.25 hours
- Confidential health checks every 18 months
- Stress management
- Flu vaccination every year

Recognition

- Team and individual achievement awards annually

Benefits

- Discounted health insurance
- Life assurance/ Disability scheme
- Pension plan
- Paid mobile phone plan
- Introductory commission on instructions
- Clothing allowance





Career Progression

Lisney offer a clear path for progression within the company, providing a great opportunity for promotion. We aim to create a working environment that encourages and supports staff development, and provides staff with the motivation and assistance they need to reach their true potential. Take a look at how some of our staff have progressed within the company.



James Nugent

Chairman - Office Agency

I started working in Lisney's Dun Laoghaire residential branch office during my school summer holidays. After finishing my property course in DIT in 1995, I joined the Office Agency department as a graduate. After eight years, I was appointed to the board of directors and today I am the Chairman.



David Byrne

Director - Residential

I did work experience in Lisney at the age of 16 and loved it, I came back summer after summer whilst I was in college completing an arts degree. I started working in the residential department full time in 2001 and studied for my BSc in Property Studies at the weekend's. I was appointed a divisional director in 2007 and in 2014 I was appointed to the board of directors.



Aoife Brennan

Director - Research

I did Property Economics in DIT and worked in both valuations and investment as a graduate. I gained vital experience and knowledge in these departments. This gave me a great grounding for later being involved in development consultancy and then research. Today, I am the director of Lisney Research.



Training

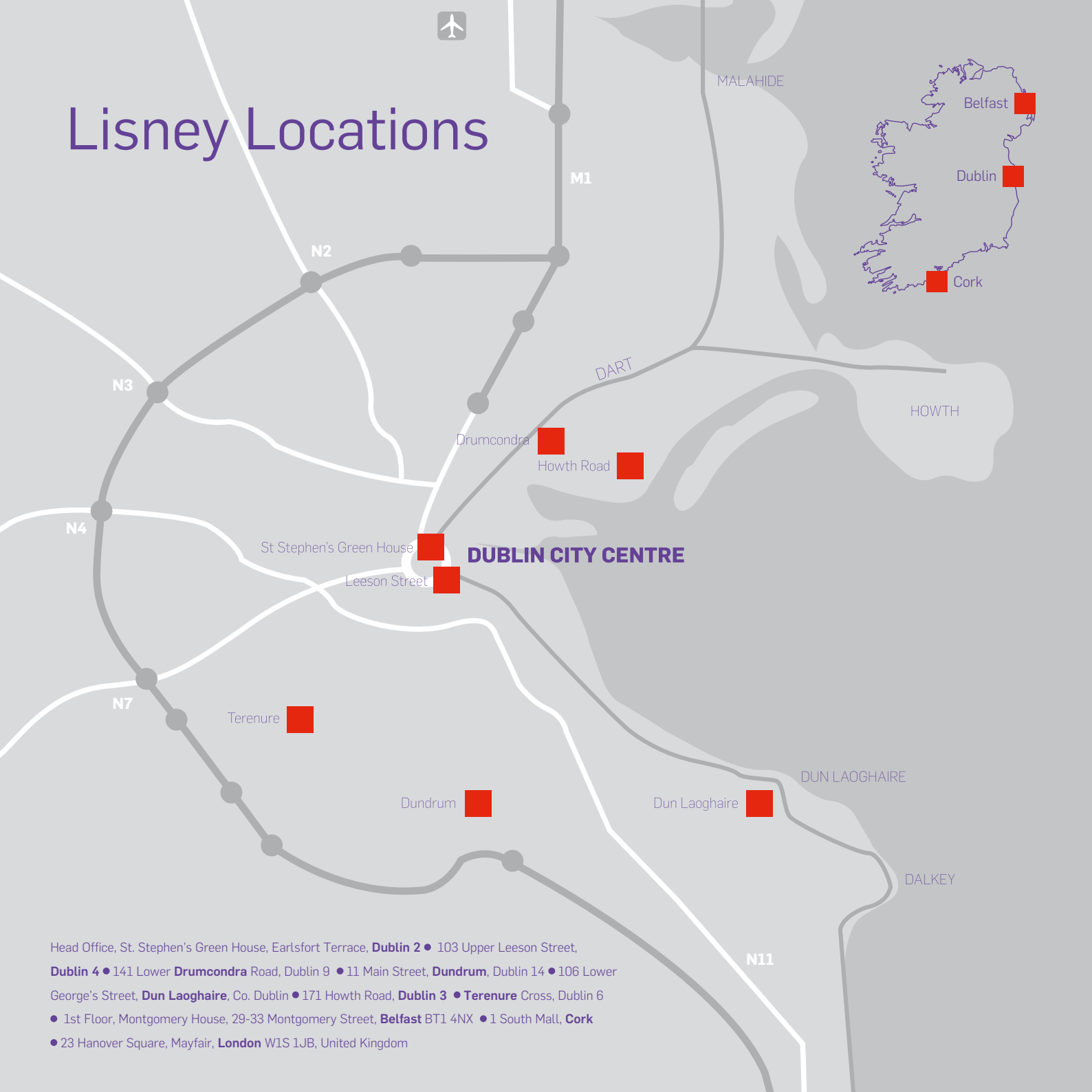
Lisney has developed a market leading graduate programme. This is structured so that graduates receive all the required experience and training necessary to complete their Assessment of Professional Competence (APC), which is required to become a chartered surveyor and full member of the Society of Chartered Surveyors Ireland and Royal Institution of Chartered Surveyors. The programme spans over two to three years (dependent on when the graduate is ready to sit their APC) and we guarantee that graduates will gain experience in at least two Lisney departments.

APC

- On starting with the company, Lisney will provide a half day induction on what's involved in doing the APC.
- We assign APC supervisors and counsellors to graduates.
- Graduates will be given one hour per week during working hours to either work on APC diaries or study.
- We provide at least 12 in-house APC training events annually.
- We provide at least 10 additional in-house training events annually on topical matters.
- Structured regular meetings will be organised between graduates and their counsellors / supervisors and ongoing performance feedback will be given.
- Graduates receive ongoing support and guidance throughout the programme
- Mock interviews will be facilitated prior to sitting the APC.



Lisney Locations






Head Office, St. Stephen's Green House, Earlsfort Terrace, **Dublin 2** ● 103 Upper Leeson Street, **Dublin 4** ● 141 Lower **Drumcondra** Road, Dublin 9 ● 11 Main Street, **Dundrum**, Dublin 14 ● 106 Lower George's Street, **Dun Laoghaire**, Co. Dublin ● 171 Howth Road, **Dublin 3** ● **Terenure** Cross, Dublin 6 ● 1st Floor, Montgomery House, 29-33 Montgomery Street, **Belfast** BT1 4NX ● 1 South Mall, **Cork** ● 23 Hanover Square, Mayfair, **London** W1S 1JB, United Kingdom



How To Apply




Karen O'Reilly
Human Resources Manager

 01-638 2711
 koreilly@lisney.com
 [linkedin.com/in/oreillykaren](https://www.linkedin.com/in/oreillykaren)

If you would like to apply for a graduate position, please send your cv together with a covering letter to:

Karen O'Reilly, Human Resources

 **By Post**

Lisney
St. Stephen's Green House
Earlsfort Terrace
Dublin 2

 **By Email**

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T: +353 1 280 6820
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**171 Howth Road,
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**Terenure Cross,
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lisney.com