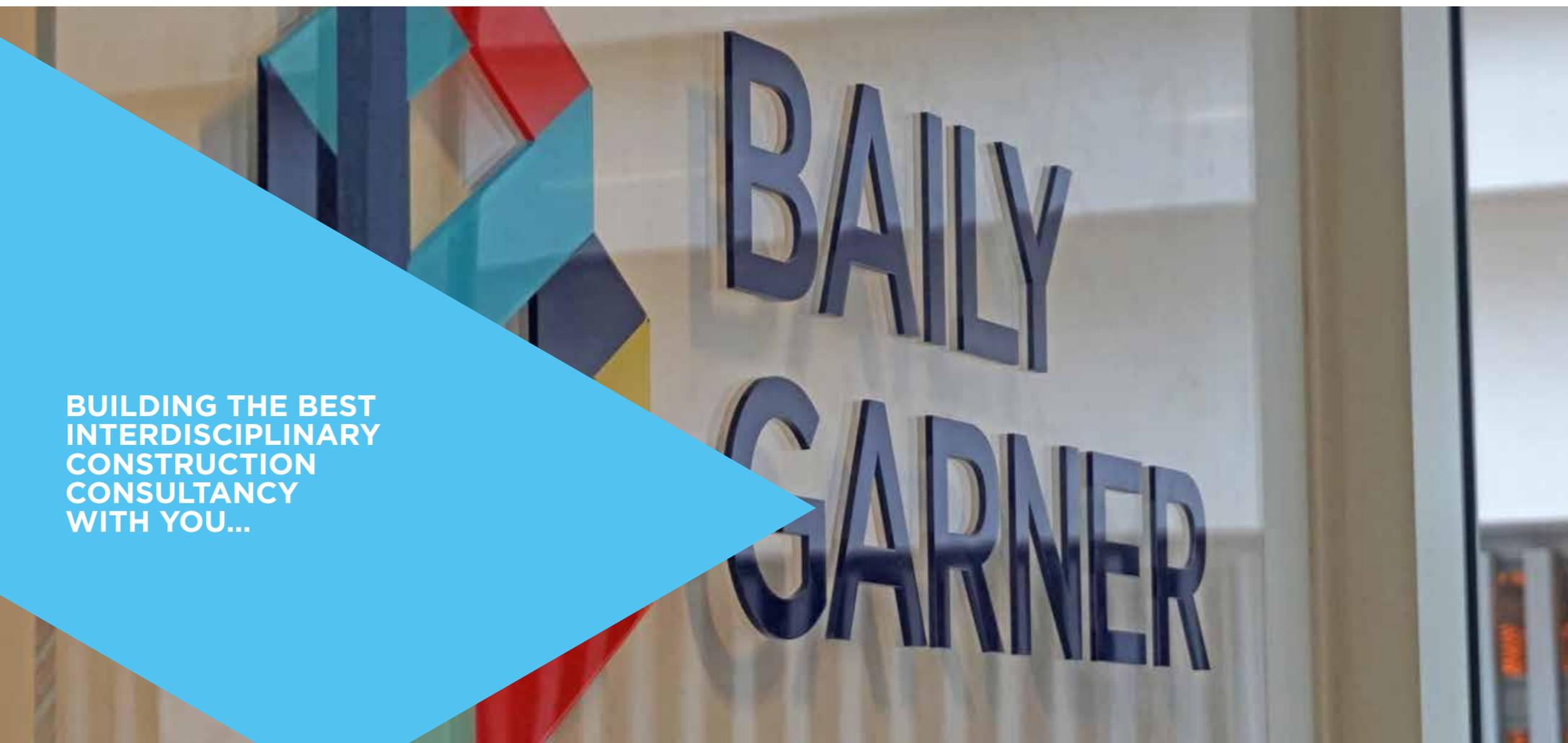
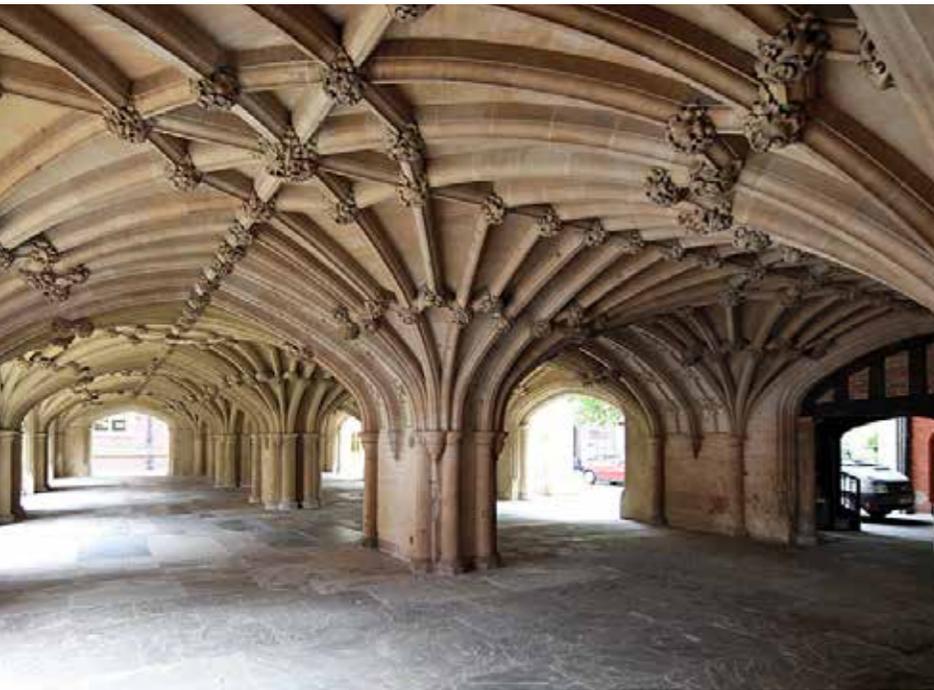




**BAILY  
GARNER**

# GRADUATES





**BUILDING THE BEST  
INTERDISCIPLINARY  
CONSTRUCTION  
CONSULTANCY  
WITH YOU...**

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**1. WHO ARE WE?**

**2. PROFESSIONAL  
CAREERS IN THE BUILT  
ENVIRONMENT**

ARCHITECTURE  
BUILDING SURVEYING  
ENVIRONMENTAL &  
BUILDING SERVICES  
PROJECT MANAGEMENT  
QUANTITY SURVEYING

**3. WHY BAILY GARNER?**

**4. NEXT STEPS**

# 1. WHO ARE WE?

Baily Garner was established in 1976 and has grown from a small practice into a multidisciplinary consultancy of more than 180 professionals across offices in London and Birmingham. We think big and are active participants in the construction industry, encouraging change, pushing new technologies, building success, delivering quality and letting people know what we think.

Our people are highly skilled and cover a wide variety of specialisms within the industry including architects, building surveyors, environmental engineers, mechanical and electrical engineers, project managers and quantity surveyors.

As a potential trainee, no two days are the same at Baily Garner. You could be working on a new build or refurbishment of a residential development one day and an office fit out the next. Our client portfolio ranges from public sector clients to large multi-national companies such as Sony and Aviva.



We believe we stand out from our competitors through the high standards of professional services we provide, embracing modern techniques whilst maintaining traditional values with a strong focus on client care and satisfaction. This is a specific way of working and culture unique to Baily Garner which we refer to as Collaborative Innovation.

Our dynamic approach means we have invested heavily in modern methods of working and pushing the technical boundaries of construction through the use of BIM, digital innovation and active participation in developing modern methods of construction contributing to the rejuvenation of the industry.

We recognise the importance of investing in our people too and that's why we want bright and imaginative individuals, who are commercially aware, to enable us to build the best possible construction consultancy.

Over many years we have successfully supported a number of graduates in progressing their professional careers within Baily Garner. We are proud of our continued commitment to offering opportunities to those who wish to develop themselves and progress through to further qualifications with professional organisations such as the RICS, CIOB and CIBSE and also through the ranks of the organisation.

## 2. PROFESSIONAL CAREERS IN THE BUILT ENVIRONMENT

The construction industry is one of the largest in the world and accounts for over 2 million jobs in the UK. The industry contributes over £100 billion towards UK GDP and its performance is a key indicator on the health of the economy.

The built environment plays an important part in our day to day lives from the houses we live in, to where we work. The UK construction industry has delivered various world renowned projects including iconic buildings such as The Shard in London, which, standing at 309.6m, was the tallest building in Europe following its completion. The UK is also delivering Europe's largest construction project in Crossrail, employing over 10,000 people across 40 sites.

The iconic Olympic Park, now home to West Ham United Football Club, also stands as testament to the strength of the UK construction industry on a global stage. Construction value totalled £486m and resulted in the spectacular launch of the 2012 Olympic Games which were considered the most successful in history. The Olympics has also left an unrivalled legacy, having regenerated the East End of London, stimulating economic growth and continuing to provide a sustainable environment for future generations.

Industry professionals are governed by various professional bodies that are recognised both nationally and worldwide including RIBA, CIBSE and RICS<sup>1</sup>. The Royal Institution of Chartered Surveyors formed in 1898, now has over 160,000 members across 46 countries worldwide.

Levels of salaries are competitive and comparable with other leading sectors at all grades with opportunities for rapid progression available for exceptional candidates.

It is a fast moving sector with a range of opportunities to suit all. Each potential career requires an interest in the built environment and general business skills including the ability to communicate well and strong knowledge of IT. Each specialism shall require more defined skills, hence we hope the following career overviews spark an interest in embarking on a career in construction at Baily Garner.



We want you to be able to clearly understand what we do at Baily Garner and what makes us stand out from the competition. The following section therefore provides an overview of our principal services and depth of experience which we hope you find of interest in considering your final career path.

The construction industry has many options for specialism and we appreciate making a decision can be a challenging one. To assist with this decision we have provided an overview of what individual specialisms and vocations mean to Baily Garner

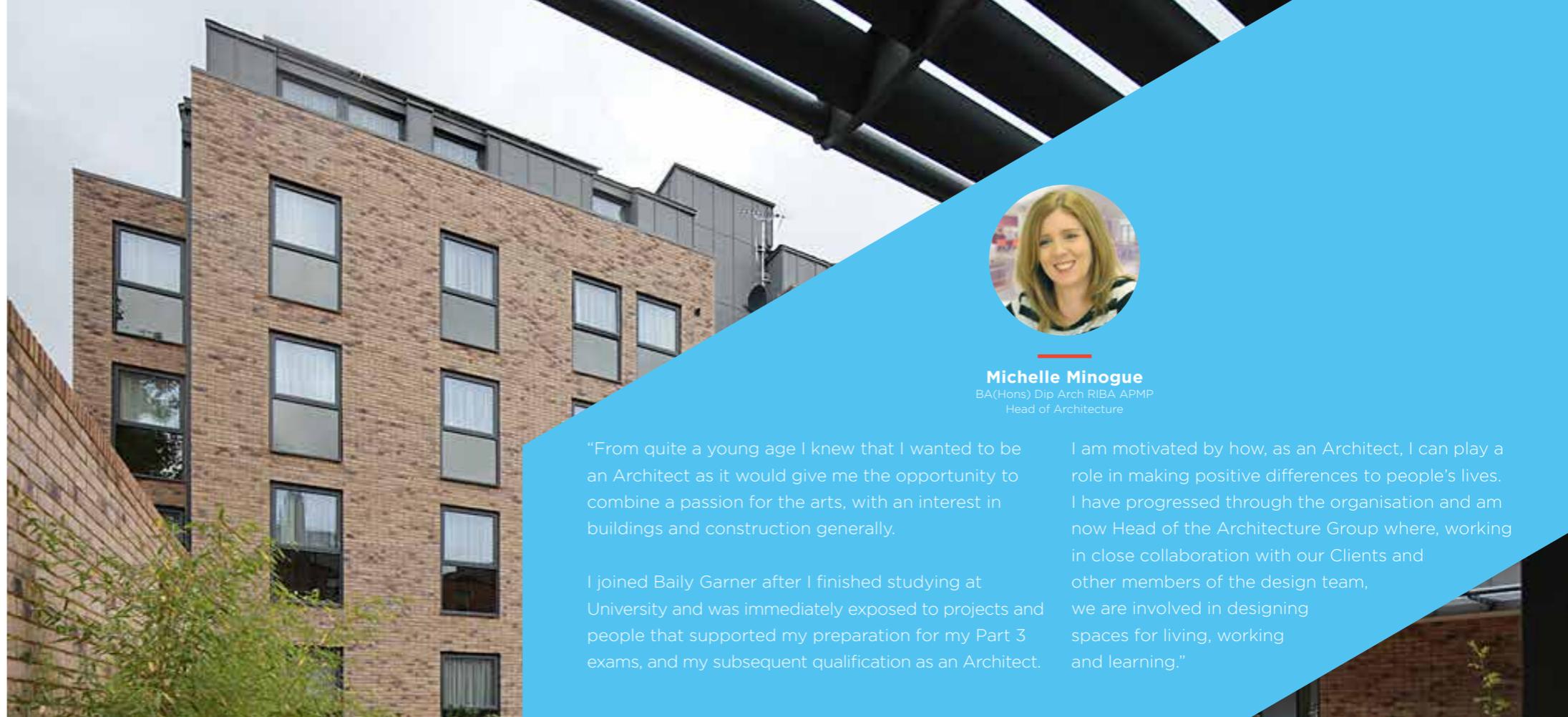
through the views of our Partners, project examples and case studies of staff who have developed through the organisation. All of these are success stories we are proud of and we feel these stand as shining examples of what you can achieve.

**ARCHITECTURE**  
**BUILDING SURVEYING**  
**ENVIRONMENTAL & BUILDING SERVICES**  
**PROJECT MANAGEMENT**  
**QUANTITY SURVEYING**

1. RIBA, CIBSE and RICS: Royal Institute of British Architects, Chartered Institution of Building Services Engineers, Royal Institution of Chartered Surveyors.



We believe passionately that design is important and create buildings that are admired not only for their appearance, but also for their function. We employ enthusiastic designers to complement our existing interdisciplinary expertise to achieve quality in detail and materials while ensuring cost-effective results that respect the environment.



**Michelle Minogue**  
BA(Hons) Dip Arch RIBA APMP  
Head of Architecture

“From quite a young age I knew that I wanted to be an Architect as it would give me the opportunity to combine a passion for the arts, with an interest in buildings and construction generally.

I joined Baily Garner after I finished studying at University and was immediately exposed to projects and people that supported my preparation for my Part 3 exams, and my subsequent qualification as an Architect.

I am motivated by how, as an Architect, I can play a role in making positive differences to people’s lives. I have progressed through the organisation and am now Head of the Architecture Group where, working in close collaboration with our Clients and other members of the design team, we are involved in designing spaces for living, working and learning.”

# ARCHITECTURE



**Mariola Viegas**  
BA (Hons), Dip Arch, APMP, RIBA Architect  
Associate Partner, Project Team Leader

“Following my degree, I joined Baily Garner in 2003 to gain more practical experience. Upon completion, Baily Garner sponsored me to complete my studies and continue my experience under their guidance. I have now been qualified for five years working as an Associate Partner and Project Team Leader on a variety of schemes including estate regeneration and education masterplans.”

## What is your position and how long have you been at the firm?

I am a qualified Architect and Project Manager and have been working at Baily Garner since 2003 on a mix of full time and part time basis. I initially started at the company as a Part 1 Architectural Assistant. When I returned back to university to complete my Part 2 post graduate diploma, Baily Garner paid for my tuition fees so I could complete it as a full time student. I then returned to Baily Garner after my studies to work while I prepared for my Part 3 qualification as an Architect.

## What is your role and what type of projects and clients are you involved with?

My current role within the practice is Associate Partner as well as a Project Team Leader, which means I lead of a variety of schemes and am also the key client contact.

As an Architect, I am in a role where I can work on a range of different tasks during the week from feasibility designs to detailed planning submissions.

I am mainly involved in housing and regeneration projects, but I also have experience in education schemes, so my clients can vary from a Housing Association to a Board of Governors for a School.

## What is the most interesting part of your job?

For me, its balancing what the residents or end users need with what we are able to do, for example managing high aspirations and expectations with a limited budget.

On our schemes we aim to involve as many of the stakeholders in consultations as possible as this helps highlight key issues and concerns which we may not have considered.

## What interested you in starting a career in architecture?

A lot of my family are involved in the construction industry, from Engineers to Developers. Being surrounded by them at a young age fuelled my enthusiasm for construction and particularly housing which is my passion.

So, I have known from an early age that Architecture was the career path for me and that I especially wanted to work in housing.

## What makes Baily Garner different from our competitors?

Working in an interdisciplinary environment has helped me gain a better appreciation for other disciplines within the practice and also understand how they work and their priorities. This means that when preparing specific documents or drawings I can tailor this to meet their needs which removes the requirement for additional work. The open plan office also allows the opportunity to meet other disciplines on an informal basis and the internal core-competencies organised gives everyone the opportunity to share knowledge and lessons learnt.



**Andrew Little**  
BSc (Hons) MRICS  
Head of Building  
Surveying Group

“Shortly after completing my Building Surveying degree at Reading University in 2003, I embarked on my professional career at Baily Garner as a fresh faced graduate. I have benefitted from fantastic experience, mentoring and support throughout my career and 17 years later, as an Equity Partner and Head of our Building Surveying Group, I now truly enjoy providing the same levels of support to others and seeing their careers flourish. I am also fortunate enough to fulfil the role of an APC Assessor and contribute to the RICS Built Environment Journal as an editorial member.”

# BUILDING SURVEYING



Building Surveying has been at the heart of Baily Garner since 1976. We consider ourselves ‘Building Doctors’ analysing defects and putting together recovery plans. Our Building Surveyors work on inner city Listed buildings through to cyclical repairs and maintenance, extensive refurbishment and regeneration projects including party walls, dilapidations and condition surveys utilising modern skills with traditional values.



**Joe Jackson**  
BSc (Hons) MRICS  
Associate Partner, Head of Commercial

## How long have you been at the firm?

I joined Baily Garner in May 2011 after successfully graduating from Nottingham Trent University with a 2:1 in Building Surveying. In November 2013, following a tremendous amount of internal support, I successfully completed my RICS assessment and became a Chartered Surveyor. Following this success, in May 2017 I was promoted to Associate Partner and am now head of our commercial division.

## What attracted you to Baily Garner and how long have you been with the company?

During my year out I worked with Derwent Living in Derby. Baily Garner Health and Safety (our sister company) provided a presentation, and I was impressed by the detail and professionalism of the individuals presenting. Following this, I had kept in touch with the company and when I completed my university

course during the recession, I approached Baily Garner whose workload had continued to grow and remained in a strong position. I was employed as a Graduate Surveyor in 2011 and commenced a variety of project work across various residential and educational projects which was a fantastic and fast-tracked learning experience and ultimately lead me to the senior role I am now in.

## What is the most interesting or rewarding part of your job?

Throughout my career I have worked on many complex and varied projects with multiple different clients. This has given me a large breadth of knowledge and experience that I would not have gained if I was not given the responsibilities early on that allowed me to progress and flourish. When completing these varied projects, it is great to see the positive effects these works have on the residents or occupants, whether that be an office fit-out or a home refurbishment.

Similarly, a large part of my role is training and mentoring junior staff through their chosen career path. This is very rewarding, and it gives me great pleasure to be able to provide the support that I received when joining the organisation.

## What interested you in starting a career in Building Surveying?

My father was a house builder and as such I grew up around construction sites and loved seeing a patch of land or run-down dilapidated building being turned into a beautiful home. Throughout my childhood I was obsessed with Lego Technics and building many random toys and models from anything and everything, so when it came to choosing a career, I knew I wanted to work in construction.

Having investigated many different avenues, including Architecture, I realised that Building Surveying gives you a rare opportunity to specialise in a career that has so many different paths to choose from - from design work to building restatement valuations, or defect diagnosis to reinstatement cost

assessments, to name but a few. This variety of work coupled with the fact that it is an active job where you will be attending site and interacting with many different stakeholders meant it was an easy choice.

## What makes Baily Garner different from our competitors?

At Baily Garner we really care. We care about our clients and ensuring they have a great experience working with us, and we care about our staff who are our most important asset. I witnessed this from the start of my career and am now fortunate enough to be able to care for and train new staff members. It’s a cliché statement but the organisation has a family feel, which we’ve retained even though we have 180 plus members of staff.

From a career perspective, we offer sector beating training, particularly with regards to further qualifications such as becoming chartered with the RICS. Many hours of personal and working time is offered to support individuals in achieving their ultimate career goal with us.



**John Milner**  
MRICS, APMP  
Equity Partner

“I am a Chartered Building Surveyor but Baily Garner also supported my interest in the environment and sustainability enabling me to become a qualified Eco Homes and BREEAM refurbishment assessor. I have developed our Environmental and Building Services Group into an integral and vital part of the organisation and am now one of the owners of the business. Much of my job satisfaction comes from the innovative and award winning projects we help deliver that have a positive impact on the environment and the industry.”



Environmental considerations are no longer desirable, they are essential, so our environmental specialists design to achieve the best environmental and sustainable solutions for all projects. This involves collaborative work with all project members, including our Building Service Engineers, as building services form a key part of all construction projects amounting to approximately 30% of overall construction cost.

# ENVIRONMENTAL & BUILDING SERVICES



**James Ledger**  
BSc(Hons) HNC MCIBSE  
Senior Mechanical Engineer

“I have been with Baily Garner for over 6 years and am now a Senior Mechanical Engineer designing mechanical services for refurbishments and new developments within different sectors. When I joined the practice, I was in my final year at London South Bank University studying for a BSc (Hons) in Building Services Engineering and had previously gained a HNC qualification. After completing my degree I have worked towards and gained a CIBSE membership which will go towards eventually gaining chartership and becoming a Chartered Engineer.”

## What is the most interesting part of your job?

Working with other disciplines to me is one of the best parts of my job. By getting ideas and expressing your own to Architects, Structural and Electrical Engineers ensures you share information and are learning at all times. This is where your experience and knowledge get used and tested. The other part of my job I enjoy is the problem solving that can sometimes come with the job. As much as you try, sometimes a situation arises that is out of your control. This is where you can become creative and suggest solutions that other engineers may not of thought of themselves.

## What is your position and how long have you been at the firm?

I am a Senior Mechanical Engineer having technical knowledge and experience of designing and installation of projects across all sectors from schools, residential developments and offices among others. I have a BSc Degree qualification in Building Service Engineering which I obtained studying on a part time

basis which allowed me to continue to work at the same time. I have been working for Baily Garner since January 2014.

## What is your role and what type of projects and clients are you involved with?

My role includes different areas of skills that are used to fulfil the position of a Mechanical Engineer. First and foremost, I am a technical designer that is able to design different types of systems such as heating, cooling, ventilation, public health and above ground drainage. Each one of these services is required when it comes to building a new development. Without them, any premises would be unusable. As a Mechanical Engineer a role

that is often performed is that of a surveyor. This is where knowledge of existing buildings and how they could/should perform is key. This is usually done when existing buildings have been extended or refurbished and information of the existing mechanical services is required to modify or replace.

## What makes Baily Garner different from our competitors?

Baily Garner have a vast catalogue of experience over many sectors. Working for Baily Garner, I have been involved in projects from refurbishment of 39 cold water tanks, extension of school premises, strip-out and refit of high specification offices to the construction of a new housing

development. Having this vast range of projects not only keeps the job interesting but allows me to pick up vital experience to use in later years.

## What interested you in starting a career in building services?

I fell into being a Mechanical Engineer as a result of my inquisitive nature. I started my career in the building trade as a Mechanical Ventilation Heating Engineer working on all types of projects and sectors being handed drawings with ventilation and heating designs on them. Finding a position designing domestic heating systems I developed my experience to be able to work on projects such as high-rise flats, offices, warehouses and commercial premises.



The best clients producing the best projects put time into getting the right project team and we believe the earlier a project manager is on board the better. We have a number of qualified project managers who have the knowledge and expertise to flex our services to meet client requirements. What we do is add value to the construction process with a hands-on approach and strong direction.



**Tim Bush**  
MRICS, APMP  
Chartered Building Surveyor

“I am a Chartered Surveyor and Project Manager. I left school at the age of 18 and immediately joined Baily Garner with whom I have established and developed my career to become one of the owners of the company. Pure academic study was never my thing and I found that by working and undertaking studies I was able to achieve a high level degree and become professionally chartered. The highlights of my career are developing spaces in which we live, whilst meeting the requirements of not just our clients but all users.”

# PROJECT MANAGEMENT



**Emma Moroncini**  
BA (Hons) MSc APMP  
Project Manager

## How long have you been at the firm?

I joined Baily Garner in 2018 after graduating with a Masters in Real Estate Development and Investment at the University of Greenwich. I initially joined Baily Garner as an assistant project manager and, with support internally, I took the APM Project Management Qualification (PMQ) in July 2019, and shortly after I was promoted to Project Manager. In 2020, I was offered the role of Project Team Leader. I am currently working towards my APC to become a Chartered Project Manager with the RICS, which I hope to achieve next year.

## What does your position involve and what attracted you to Baily Garner?

My role involves working with Local Authorities and Developers across London in the delivery of residential schemes including both affordable and private sale units. I enjoy the variety in day to day activities that my job role offers, ranging from the delivery of a secondary school and church to a 20-storey private sale residential block in Clapham Junction. I was attracted to Baily Garner because of their emphasis on training and development. Joining as a university graduate, it was important to find a firm that was

going to support and facilitate my development in my early career.

## What is the most interesting part of your job?

The most interesting part of my job is seeing the tangible outputs of my work and visiting the developments during the construction phase. I enjoy taking a leading role on my projects and making a positive contribution to the schemes I work on. I also enjoy the variety my role offers, including getting to work with different clients and contractors across London, making every day different.

## What interested you in starting a career in Project Management?

My Dad, who works as an Environmental Management Consultant, spiked my interest in starting a career in project management. I did my undergraduate degree in Business and Finance to give me a broader understanding of business, which I could apply to any career. During university, I completed a period of work experience at a private development firm in London, where the job role appealed to me and I enjoyed the team working and problem-solving environment. This ultimately led to my decision to pursue a career in the construction industry.

## What makes Baily Garner different from our competitors?

Baily Garner offers a unique multi-disciplinary approach which provides many advantages both internally and for our clients. It offers the opportunity to widen internal knowledge of different disciplines and can present many benefits to our projects. Baily Garner also have a proactive approach to the personal development of their employees and facilitate development through both internal and external opportunities.



**Stuart Wigley**

BSc (Hons), BA (Hons), MRICS, APMP  
Head of Quantity Surveying

“I joined Baily Garner 20 years ago as a qualified Chartered Quantity Surveyor and have since undertaken training to become a member of the Association for Project Management. The first project that I was involved with was an £80m housing estate regeneration scheme that enabled me to develop a range of skills and provided invaluable experience for my professional development. This helped with my progression through the practice and I am now an Equity Partner and Head of Quantity Surveying and an RICS APC Counsellor for all our candidates. The variety and challenges of projects are constantly changing and our ability to respond and influence the work we undertake is a key role that I enjoy working collaboratively with my colleagues.”



The days of counting bricks and producing Bills of Quantities are gone and replaced by modern software, detailed cost modelling and automated quantities via BIM programmes. The modern Quantity Surveyor is intellectual, aware of market trends and economic factors, embraces ITC and provides straight financial advice.

# QUANTITY SURVEYING



**Bronellia Cornwall**

BSc (Hons), MSc  
Quantity Surveyor

“I graduated with a First-Class Honours degree in Quantity Surveying from the University of Greenwich. I joined Baily Garner in 2016 as an Assistant Quantity Surveyor and have subsequently been promoted to the Quantity Surveyor role. Since my employment, I completed the MSc in International Project Management with Distinction, sponsored by Baily Garner. Ultimately, I am aiming to achieve becoming a Chartered Surveyor.”

## What is your role and what type of projects and clients are you involved with?

As a Quantity Surveyor, I am responsible for tracking, monitoring, challenging, and managing the financial aspects of the project for the client. My role includes the production of initial cost appraisals and cost plans, and contract administration along with preparing and analysing tender documents. I conduct value engineering and risk management exercises and advise on cost control. My experience is varied, and I have mostly worked on new build residential units and mixed-used developments with clients ranging from Housing Associations to Local Authorities.

## What is your position and how long have you been at the firm?

I am a Quantity Surveyor and have been working with Baily Garner since 2016. I am working actively towards achieving the RICS Chartered Surveyor status with an aim to undertake the assessment in 2021.

## What makes Baily Garner different from our competitors?

As a multidisciplinary company, Baily Garner stands out from its competitors based on its people, the environment, and the variety of work. A positive and collaborative working environment has been created where everyone is approachable and solution oriented. I can gain

an understanding and learn from other disciplines in the industry. Baily Garner also offers support at every stage of an individual's career including assistance to individuals who are working towards obtaining chartered status.

## What is the most interesting part of your job?

The most exciting part of my job is the challenges encountered. With every project being unique, I am continually learning and challenged in a fast-paced environment. I also enjoy interacting with people at the various stages of the project as it progresses through to completion.

## What interested you in starting a career in quantity surveying?

I have always been interested in the construction industry as a teenager and worked on numerous sites since then on a part-time basis. I fell upon Quantity Surveying by chance. I started my career as an educator and it was during refurbishment works at the school that the Project Manager introduced me to this career path. After significant research and two weeks of work experience at a cost consultancy, I switched career paths and am glad I did.

### 3. WHY BAILY GARNER?

**We believe the decision of embarking on your professional career with Baily Garner is a simple one. For over 40 years our investment in developing the best people, tools, skills and services has been at the heart of our business and the key ingredients for our organic growth into one of the country's best multi-disciplinary construction consultants.**

We consider our offer of joining a dynamic, modern, forward thinking and quality driven organisation like Baily Garner will provide you with unrivalled experience in supporting the development of your professional career.

Throughout your career at Baily Garner you will be provided with the necessary mentoring and care to support your development. This will include the allocation of a personal mentor, a development plan and annual reviews to monitor your progress.

We will also support you in any training towards your next professional qualification, be that with the RICS, RIBA or CIBSE

dependent upon your selected career path. We are exceptionally proud of the level of support we provide our staff through our core competencies, training away days, internal and external CPD programmes, focus groups and training forums. This unrivalled training is reflected in a first time RICS pass rate of over 90% in comparison to a UK average of below 60%.

Our recently refurbished offices in London and Birmingham will also offer you a modern and stylish working environment where the latest innovations in IT are used to deliver a high quality and efficient service to our client base.

Whilst we seek to instil a strong work ethic in all staff, it is not all work and no play. Throughout the course of the year we hold a number of social events including summer and Christmas parties, weekly 5 a-side football and various group based external activities.



### OUR OFFER TO YOU

**Bi-annual salary reviews and annual appraisals**

**Allocation of a mentor to support your development**

**Monthly one-to-one reviews**

**Exposure to all sectors and disciplines in construction industry**

**Unparalleled professional qualification pass rate**

**Support from industry professionals and experts**

**Competitive salary**

**Competitive annual leave**

**Modern office and home working environment and social activities**

**Further Qualifications supported and, in some instances, financed**

**Furthermore our benefits include;**

- Matched pension contribution
- Healthcare cash plan – Mediacash
- Shopping reward and discount scheme
- Enhanced annual leave for long term service
- Birthday leave
- Variable working hours
- Professional fees paid
- Bonuses for staff introduction

All trainees will sign up to a tailored Training Plan that will outline your career journey within Baily Garner and support our shared aspirations to be the best construction consultancy. Details of discipline specific Training Plans will be provided upon receipt of an application for employment or general enquiry.

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## 4. NEXT STEPS

**We hope we have sparked an interest in embarking on a career in construction with Baily Garner.**

We believe our offer of providing a balance of pastoral care and professional experience in a modern office environment positions us at the forefront of the market in supporting bright young individuals entering the industry.

Subject to meeting specific academic requirements, if you are driven, bold and up for the challenge we would be excited to hear from you. For interested candidates please apply through the methods listed below. Please include the discipline you wish to apply for, your preferred location and the date of your graduation within the text;

- Apply through our website submitting a CV and cover letter.
- Email your CV and Cover letter direct to [HR@bailygarner.co.uk](mailto:HR@bailygarner.co.uk)

CVs will be collectively reviewed and successful candidates will be invited to an assessment day at our London office. This will form the single stage interview process and typically takes place towards the end of January.

We look forward to hearing from you.



## OUR VALUES

- Ethical**
  - Hard Working**
  - Friendly and Supportive**
  - Commercially Aware**
  - Financially Prudent**
  - Straight Forward**
  - Honest**
  - Knowledgeable**
  - Confident**
  - Collaborative**
- 





**Joe Jackson**  
BSc (Hons) MRICS

For further information, please  
send a copy of your CV and  
cover letter to:  
**[joe.jackson@bailygarner.co.uk](mailto:joe.jackson@bailygarner.co.uk)**

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