

# Next Generation at CBRE

## What is Next Generation?

Next Generation refers to all of CBRE's early career opportunities – including graduates, apprentices, placements and internships.

Join the next generation of CBRE property professionals at the world's largest commercial real estate services and investment firm.

**In joining CBRE's Next Generation Cohort, you will be shaping the future of Real Estate. You will have excellent training and mentoring from industry experts and specialists, who will share invaluable knowledge and experience with you. You will be a part of a wider cohort of like-**

**minded young professionals who you will develop with in your career. We give you the opportunity to work on world class projects, with an unmatched portfolio of clients, so that you gain the knowledge, skills and ability to become the future leaders and our Next Generation of CBRE.**

## Apprentice Opportunities

Property is the building blocks of where we live, work and have fun. Every building you enter has been directly affected by someone working in the property industry. There is a wide range of career paths and opportunities that await you in this industry that is focused on people above everything else.

We offer a range of apprenticeship pathways so there is something for everyone:

- Degree level Apprenticeship in Real Estate
- Degree level Apprenticeship in Environmental Consultancy
- Level 7 apprenticeship in Accountancy
- Level 5 apprenticeship in Human Resources
- Apprenticeship in Marketing

The Apprenticeship scheme is a four year programme that combines learning on the job, formal training, and optimum support. It is open to individuals with A-levels, who have chosen not to pursue a degree. You will work for four days a week and have a mandatory study day each week.

## Graduate Opportunities

Imagine being a part of a business where you make a difference from day one? Imagine starting on a programme that took the CEO to where he is today. Dream of having control over your career path and a say in the locations you work? Imagine learning from some of the best people in the industry, with the experience and know-how that only comes from

years of working in a world-leading company. That's what you are guaranteed with the CBRE Graduate Programme!

We offer a wide range of graduate pathways that you can join, and as our business continues to grow and develop, so will the variety of graduate roles on offer.

### Our graduate scheme pathways:

- **Building Surveying**  
*Open to cognates*
- **Capital Allowances**  
*Open to cognates*
- **Commercial Real Estate**  
*Open to cognates and non cognates*
- **Environmental, Social and Governance Consultancy**  
*Open to cognates*
- **Façade Engineering**  
*Open to cognates*
- **Financial Analyst**  
*Open to cognates*
- **Geomatics**  
*Open to cognates*
- **Net Zero Consultancy**  
*Open to cognates*
- **Planning**  
*Open to cognates and non cognates*
- **Project Management**  
*Open to cognates and non cognates*
- **Property Management**  
*Open to cognates and non cognates*
- **Residential**  
*Open to cognates and non cognates*

### What does Cognate and Non-Cognate mean?

There are two common pathways to joining the Next Generation programme as a graduate. You can join our programme as a 'cognate' degree holder. This means that you hold an Undergraduate or Masters degree that is a related field of study to the graduate scheme. You can also join our programme as a 'non-cognate' degree holder. This means that you hold a degree that isn't in real estate or related to the graduate scheme pathway, but we will sponsor and support you through a qualification to align you with the cognate students.

For example, for the Commercial Real Estate pathway a cognate student would need a degree accredited by the Royal Institution of Chartered Surveyors (RICS). Non cognate students will take a Masters that is accredited by the RICS – enabling you to sit your exams to become a Chartered Surveyor.

### The Application Process

You will initially complete an application form along with your CV. If this meets our requirements, then you will be asked to complete a job-focussed test. From there we will invite successful candidates to an assessment centre that will consist of a group activity and individual interview.

### Placements and Internships

Nearly all of our business streams take on internships or placement students, for either a short period of 4 weeks for an internship or up to 12 months for an industrial placement.

These are a great opportunity to you to get to know our business and get some relevant work experience, and it is also a great opportunity for us to get to know potential new graduates.

### When do applications go live?

#### Graduate Scheme

September

#### Apprenticeship

December

#### Industry Placement

September

#### Internship

January