



**A progressive  
company, growing  
opportunities**

**2020**



**DALCOUR  
MACLAREN**

[dalcourmaclaren.com](http://dalcourmaclaren.com)

# Welcome.

Are you looking for a career at the cutting edge of power, transport, water and telecoms? Do you want to help some of the biggest brands in the UK deliver essential infrastructure and ground-breaking new initiatives? If you're up to the challenge - Dalcour Maclaren is the place for you. We're excited to be launching a brand-new graduate scheme designed to bring out the best in our young recruits.

The Future Talent Programme aims to take all individuals' professional competency forward by helping them towards a qualification with a relevant professional body. It will also equip them with the leadership, management and commercial skills they need to succeed in their field.



## A fresh approach

At Dalcour Maclaren we take a fresh approach to land and the environment for utilities and infrastructure.

### We provide expert advice on:

- Access and rights
- Acquisition and sales
- Agricultural liaison services
- Business rates
- Claims and negotiations
- Compulsory purchase
- Dispute resolution
- Environment and planning
- Geomatics
- Land referencing and property searches
- Planning
- Property management
- Valuation

### Our specialist sectors are

- Power
- Transport
- Telecoms
- Water



Our company is all about planning for the future. We are a forward-thinking firm that has redefined the role of Chartered Surveyors, and our people have always been key to making that a reality.

**James Neil**  
Managing Director, Dalcour Maclaren

# About Dalcour Maclaren

**230**

more than 230  
team members

**10**

offices nationwide

**47:53**

gender split  
(female:male)

**42**

graduates

**23**

work experience,  
paid internships and  
placements in 2019

**6**

apprentice surveyors

**100%**

AssocRICS pass rate

**89%**

of staff say they are  
extremely happy at Dalcour  
Maclaren in a 2019 survey

**89%**

client satisfaction  
score in 2019

**100%**

client retention  
since 2003

## What Future Talent offers

You'll gain a qualification with a relevant professional body\* on your first attempt – but that's only part of the journey. We'll also equip you with leadership, management and commercial skills training as well as the professional competency you need to become a leader in your field. And we'll vary your knowledge and experience by putting you to work within different sectors (water, power, infrastructure, property and telecoms) and inviting you to attend fully supported internal and external events.

\* includes RICS, RGS, RTPI, IEMA, CIEEM and CiFA

## After the programme

Promising individuals will be given further strong support from Dalcour Maclaren once the programme is over. This includes continuing professional development (CPD), our mentoring programme and further career-defining leadership and management qualifications.

## Areas of expertise that we support:

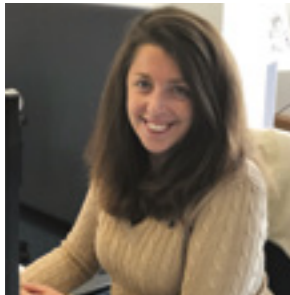
- Rural property surveying / management
- Residential property surveying / management
- Town and country planning
- Ecology
- Archaeology
- AutoCAD
- GIS

## What you'll receive:

- Structured training programmes
- Internal and external CPD events
- Interactive online training tools
- Graduate training days
- Dedicated training supervisor and counsellors
- The opportunity to work in different locations and sectors
- Leadership management and workshops
- Commercial skills training

# Our graduates

## in their own words

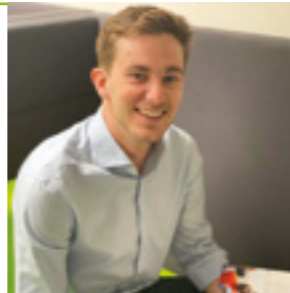


“My background is in residential property management. My work at Dalcour Maclaren makes the most of the knowledge I’ve gained in previous roles, and I’m building on my expertise through the management of a complex property portfolio. I’m about to sit my APC and the work I do at DM has provided me with a good, rounded level of experience to get to this stage.”

**Issy McCarthy**, Residential Surveyor

“I studied Geography at university and now work in the Geomatics team. I’ve enrolled on the graduate pathway for GIS Mapping which is quite a new specialist area for DM, but they’ve had a really good success rate for RICS candidates so far and I’m excited to have something to aim for.”

**James Smith**, GIS Specialist

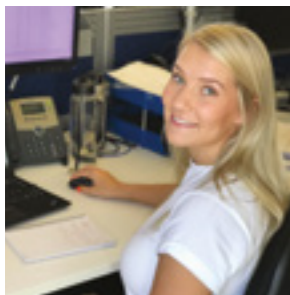


“DM has provided me with extensive training opportunities, both internally and externally since I first began in 2017. I’m now approaching my Assessment of Professional Competence and feel prepared thanks to the assistance from the Training team, monthly Lunch & Learns and bi-monthly Graduate Discussion Groups.”

**George Marffy**, Graduate Surveyor

“Before starting at DM I was expecting a silent, scary office but was pleasantly surprised by how friendly, sociable and helpful everyone is. My first five weeks have exceeded all my expectations - what a lovely place to work.”

**Abbey Read**, Graduate Surveyor



“I really enjoyed my placement year at Dalcour Maclaren. Working at DM was exciting as the work is very varied and there’s a degree of independence which I enjoyed as it allowed me to grow and develop my personal confidence and people skills. When DM offered me a permanent position I was very excited to come back and start my career as a surveyor within a company that values its employees so much.”

**Emma Bryan**, Graduate Surveyor

# Driving innovation

## and technology

Samsung has head-hunted Dalcour Maclaren to use in a video case study, as a prime example of where Samsung technology has contributed to the company’s success.

Samsung researched companies listed on the Sunday Times 100 Best Small Companies to Work For and identified Dalcour Maclaren as a successful company that had invested in technology to support their growth.

The purpose of Samsung’s case study is to promote the use of their products and demonstrate the value they can bring to businesses as well as direct to their customers. Here at Dalcour Maclaren we have integrated Samsung’s products into our business to facilitate the efficient collection and management of data, meaning we can offer a higher-quality service to our utility and infrastructure clients at a more competitive price.



Our vision is to embrace new technology and use innovative and progressive techniques to deliver excellent results. Samsung’s selection of Dalcour Maclaren is a proud moment for us, as it shows recognition by one of the big tech companies that we are leading the way, not just in our industry, but in the service sector as a whole.

**Andrew Barker**  
Director, Dalcour Maclaren

# The world's largest offshore wind farm

With the last turbine at the world's largest offshore wind farm installed, Ørsted is progressing the final stages of construction for Hornsea One. Dalcour Maclaren has advised Ørsted since 2011 on their UK offshore wind development portfolio and was appointed on Hornsea One in 2015.

## The client

Ørsted is leading the world in offshore wind, having pioneered the world's first offshore wind farm in 1991 and now takes a 30% market share. In the UK alone, Ørsted has 11 operational offshore wind farms, as well as two under construction. It now develops, constructs and operates multiple offshore wind farms across Europe and is rapidly expanding its global presence, particularly in the US and the Asia Pacific region.

Ørsted has built enough offshore wind capacity globally to power 13 million people with clean electricity, and its ambition is to power 16 million people with offshore wind by 2020. The Offshore Wind Sector Deal, agreed with Government in March this year, will see offshore wind deliver at least one-third of the UK's electricity by 2030.

## The project

Located off the Yorkshire coast, Hornsea One spans an area of approximately 407 square kilometres. The offshore wind farm uses 7-megawatt (MW) wind turbines, with each one 190 metres tall.

The wind farm is connected to the National Grid via approximately 120km of sub-sea cables and 40km of onshore underground cables, running from the coast at Horseshoe Point to North Killingholme substation, in Lincolnshire.

## The challenge

Prior to the construction of such significant and vital national infrastructure, it was essential to ensure all legal rights were secured. Our challenge has been to build relationships with all those affected by the project and agree terms for the required land and rights, while balancing the needs and timescales of the project and the obligations within the Development Consent.

## Our approach

Establishing a dedicated team, offering a range of specialist people with differing skill-sets at all levels and utilising bespoke technology has led to strong relationships being built with land interests and provided our client with the highest level of service.

Our team is fully focused on the project and clearly understands the needs of our client. Equally, we acknowledge the impact of such a project on private land and strive to ensure a fair and consistent approach when engaging with private landowners and occupiers.

Our Professional Services teams provided a full package of services including the negotiation and acquisition of all necessary land and rights, compulsory acquisition advice, GIS data management, lease negotiations for warehousing and storage areas, agricultural liaison services during construction, and management of compensation.

## The result

By the end of 2019, Hornsea One is expected to be operating at full capacity, providing enough electricity for well over one million homes.

Dalcour Maclaren continues to support Ørsted on the development of its portfolio of UK offshore wind projects, building on the success of those projects now in operation. The experience and specialist knowledge we have developed over the years is unrivalled and consequently Dalcour Maclaren is now supporting multiple offshore wind developers throughout the UK.



We are proud to have played a fundamental part in the delivery of Hornsea One, as well as contribute to the UK's drive to increase reliance on renewable energy.

Every project presents its own challenges but we at Dalcour Maclaren have developed people, processes and technology to overcome those challenges to the extent that the project is delivered on time and on budget and landowner relationships are maintained beyond completion of the project.

**Ed Higson**  
Project Manager,  
Dalcour Maclaren



# Benefits of working with Dalcour Maclaren

**Generous**

starting salary

**25 days' holiday**

plus bank holidays

**Paid**

study leave

**Day off**

on your birthday

**Flexible**

working arrangements

**Pay rise**

on qualification

**Bonus scheme**

Annual discretionary bonus scheme

**Pension scheme**

with enhanced company contributions

**Free parking**

at most of our offices

**Regular**

office socials

**Summer and winter**

company parties

**iPhone**

**Cycle to work**

scheme

**Laptop**

**Corporate fundraising events**

£36,000 raised for Bloodwise in 2019

**Vitality Healthcare with access to**

Apple Watch and Garmin, Amazon Prime, free Starbucks, free cinema tickets and more!



# Future Talent 2020

If this sounds like the programme for you,  
apply online at [careers.dalcourmaclaren.com/graduates/](https://careers.dalcourmaclaren.com/graduates/)

**in** @dalcour-maclaren-chartered-surveyors

**tw** @dalcourmaclaren

**ig** @dalcourmaclaren

**f** @dalcourmaclarencareers

## Careers with Dalcour Maclaren

We're always looking to grow and develop the team. Find out about opportunities currently available elsewhere in the company.



**DALCOUR  
MACLAREN**

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