

BUILDING FUTURES TOGETHER

**Barker**

**Welcome to Barker**  
Careers

# About us

Barker is an integrated property consultancy and is both a RICS and RIBA Chartered Practice. With over 35 years' experience in the construction sector, we have built a reputation for quality and a depth of experience tailored to the needs of the client.

Our full-time team of 100+ employees deliver a wide range of professional services from our head office in Braintree, Essex and regional offices in London, Birmingham, and Cambridge. We employ professionals across a range of disciplines:

-  BUILDING AND QUANTITY SURVEYING
-  ARCHITECTURE
-  MEP BUILDING SERVICES ENGINEERING
-  PROJECT MANAGEMENT
-  ENERGY AND SUSTAINABILITY
-  STRUCTURAL AND CIVIL ENGINEERING
-  FINANCE AND ADMINISTRATIVE BUSINESS SUPPORT

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We believe that the practice's key strength is our staff and the depth and diversity of our professional skills.

**STUART WHITE**  
MANAGING PARTNER



# Sectors

We operate across a wide range of sectors, with a core focus on the below:

- ✓ Education
- ✓ Commercial
- ✓ Housing & Residential
- ✓ Heritage & Conservation
- ✓ Healthcare
- ✓ Insurance

Our service offering extends to clients based all over England.

“

The apprenticeship route at Barker provides me with a significant amount of high-standard ‘on the job’ technical support, whilst allowing me to study towards my degree. Personally, Barker is a perfect fit to grow my career because of the excellent team support and learning materials at my disposal.

**QUANTITY SURVEYOR DEGREE APPRENTICE,**  
3RD YEAR STUDENT



# Our Culture - The Barker Way



At Barker, we have the opportunity to excel in our role and develop our collective capacity.

**PHILIPPA GOULD,**  
ASSOCIATE PARTNER



## Innovators

We passionately pursue ways to improve outcomes. We like to challenge industry norms and think strategically. We embrace technology and we don't fear change. We will exceed your expectations.



## Committed to Excellence

We are accountable and committed to delivering an excellent client service. Sometimes this means working harder, sometimes it means looking at a problem from a different perspective. We are constantly focused on practical solutions and driven by results.



## Pride

Our team applies outstanding knowledge, rigour and pride to their work, day in day out. We work hard to recruit the best people. We look for those with the right skills and expertise, but also the right attitude and values.



## Stronger Together

We believe in an honest and open approach, even if it means the occasional difficult conversation. We understand how important our client's project is and we will be there with you every step of the way.



# Life at Barker

Our people are the heart of our business. We provide careers to suit your talents and an environment where you can thrive.

Life at Barker extends beyond our day-to-day duties.

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I passed my APC in the summer of 2020 with the help from a number of colleagues at Barker; their dedication and commitment to those on the APC route helped immensely. The knowledge of all the team helped prepare me for my final assessment, both in terms of presentation and documentation.

A number of mock interviews provided excellent practice for the final interview and provided feedback on revision topics.

ASSOCIATE BUILDING SURVEYOR  
BRAINTREE OFFICE



## Employee Forum

The Forum meets regularly to play a part in influencing business decisions and the way in which change is managed. The forum is also involved in developing and implementing new company initiatives.



## Employee Benefits

We offer a generous holiday entitlement, a competitive salary and a great company benefits package including; Healthcare Plan, EAP, Total Rewards Package, plus much more!



## Training and Development

We provide support and mentoring for all employees from apprenticeships to professional Chartership and across business support functions. We have an outstanding record of supporting APC success.



## Employee Ownership

Barker is an employee-owned business. Our whole team works together to ensure we grow, innovate and provide best service to our clients. All team members benefit through a profit share scheme.

BE INSPIRED

BE REWARDED

BE SUPPORTED

GROW WITH US

# Our People



## Be Supported

Barker will ensure you have a clear understanding of what is expected of you and will give you the opportunity to have your say on how things are done. You will work in a diverse and inclusive environment, working across a wide variety of sectors. We believe in work-life balance; therefore, we offer role-dependent hybrid working benefits.

- ✓ Diversity & inclusion
- ✓ Structured performance management & career planning
- ✓ Innovative use of systems & technology
- ✓ Health & wellbeing
- ✓ Hybrid working benefits



## Be Inspired

One size does not fit all. We really get to know our people so we can understand what makes them tick. We provide exciting opportunities, involving interesting and meaningful work, in an environment that matches your ambitions.

- ✓ Work with an interesting mix of clients, sectors and project types
- ✓ Feel empowered to grow and make a difference
- ✓ Opportunity to express ideas to our Employee Forum representatives
- ✓ Enjoy an exciting and dynamic working environment



## Grow with us

Whatever the stage of your career, Barker will offer you opportunities to develop and grow. With continuous professional development, formal and on-the-job training, you can build your capabilities and enjoy a rewarding career delivering a first-class service.

- ✓ Exceptional training and development opportunities
- ✓ Support through academic qualifications
- ✓ Support through professional qualifications
- ✓ Work with a talented team of like-minded people



## Be Rewarded

With success comes reward, we offer a number of benefits for our employees to engage with to prioritise their health and wellbeing.

- ✓ Competitive salary and Total Rewards Package
- ✓ Healthcare plan
- ✓ Employee Assistance Programme (EAP inclusive of Life Assurance)
- ✓ Company Pension
- ✓ Generous holiday entitlement
- ✓ Sporting, social and professional events
- ✓ Business mileage at 45p per mile



# Our Commitment to Social Value

We believe strongly in providing social value outcomes to the wider community on a pro bono basis and through the application of our professional skills.



## Sustainable Development Goals

We aim to achieve a more sustainable future and address global challenges related to items such as climate, inequality and environmental degradation. Aligned with the United Nations 2030 Sustainable Development Agenda, we have made significant inroads in the last three years to reduce our waste generation through prevention, reduction, recycling, and reuse.

## Education

Since 2010 Barker has supported many schools and universities through our participation in providing advice at careers fairs, sponsorship of fundraising events and prizes in recognition of student achievements.





## Supporting the Local Community

For many years now, Barker has supported local charities and organisations. As a business, this is an integral part of our ethos. Barker has selected Kids Inspire as its chosen charity.

The importance of children's mental health cannot be ignored. We are very proud to support and be associated with this worthy initiative through fundraising, volunteering and providing pro bono support to their estate-related matters.

## Our Commitment to an Inclusive, Safe, and Respectful Workplace

At Barker, we are dedicated to building an environment where everyone feels safe, respected, and valued. This extends to our team, our clients, and all those we work alongside.

We believe that professionalism, respect, and collaboration are the foundations of successful partnerships. Together, we create a workplace culture where people can thrive and deliver their best.



# Staff Socials

As Barker continues to grow, we place a big emphasis on team building and ensuring our employees across all offices get a chance to spend time together.



## Social Events

Every year, we host company-wide summer conferences and Christmas socials. These events get the whole company together enjoy a fantastic day of strategic thinking, team building, and entertainment! They are a chance to connect with new employees from other offices and reconnect with those we don't get to see on a daily basis.

In between these events, we hold 'Town Hall' webinars and in-person biannual Partner Roadshows at each office to report on business news, performance, and outline our plans for the future. These events allow us to discuss the future direction of our business and address any questions our employees may have.



## Team Building Events

We encourage departments to participate in their own team-building events.

Previous events organised by our employees include clay pigeon shooting, cricket, electric shuffle and mini golf.



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**I just wanted to thank you for such a warm welcome to Barker. I feel very lucky to have found you guys, I love everything about the company!**

**NEW EMPLOYEE TESTIMONIAL**



# Our Offices

## 📍 Braintree (Head Office)

Majesty House, Avenue West, Skyline  
120, Braintree, Essex  
CM77 7AA

☎ 01279 647111

## 📍 London

288 Bishopsgate,  
London,  
EC2M 4QP

## 📍 Cambridge

Unit 6, Stow Court, Stow Road Stow-Cum-Quy,  
Cambridge  
CB25 9AS

## 📍 Birmingham

5th Floor East TriGate, Hagley Road  
West, Birmingham  
B68 ONP





The Barker logo consists of a dark blue square with the word "Barker" in white, sans-serif font. The square is positioned in the top left corner of the page, which features a background of overlapping diagonal stripes in dark blue, light blue, and yellow.

# Apply Now

Please apply via our website where we list all current opportunities. If there is not a suitable role listed, please follow the process on our 'Speculative Application' which will include all relevant questions.

**[www.barker-associates.co.uk/careers](http://www.barker-associates.co.uk/careers)**

For any other recruitment queries, please contact our team at **[recruitment@barker-associates.co.uk](mailto:recruitment@barker-associates.co.uk)**

## Head Office

Barker Associates  
Majesty House, Avenue West  
Skyline 120, Braintree  
Essex, CM77 7AA

**Phone:** 01279 647 111

**Email:** [recruitment@barker-associates.co.uk](mailto:recruitment@barker-associates.co.uk)

**Web:** [www.barker-associates.co.uk](http://www.barker-associates.co.uk)

London | Essex | Cambridge | Birmingham

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