

The Property Group Limited (TPG) Graduate Development Programme

**Kick-start your career in
property**

Join the team at New Zealand's largest specialist property consultancy and help deliver property expertise that builds a stronger New Zealand.



About us

At The Property Group Limited (TPG), we are driven by our purpose to deliver property expertise that builds a stronger New Zealand. We have over 20 years' experience providing professional property services to corporate, central and local government clients, and private landowners. Our strength lies in our ability to add real value through our integrated approach to property and planning, and our passion for delivering the best results for our clients. With our presence across New Zealand, and our experienced team – we've got the advantage of nationwide networks combined with local knowledge.

'Every day we get to work with clients who are involved in large and exciting projects of national significance.'

About our work

What do we do? Well, lots of things! But to put it simply, every infrastructure project has a property component, spanning initial preliminary work (including urban design, feasibility, due diligence and strategy) through to operational tasks (property acquisition / disposal, Resource Management Act (RMA) consenting and development management) and finally completion matters (legal services and actions). We do all this and much more.

Our core services



Development
management



Property
advisory



RMA
planning



Urban
regeneration



GIS
solutions



Legal
services

Our people

Our values describe what we stand for. They are the foundation of our culture and define what makes TPG a great place to work. We bring our values to life every day in the work we do, how we work together and our approach to our clients.

A diverse team of property professionals

It's an exciting time to join TPG as a graduate. We are proud of our team and the expertise, knowledge, and passion they demonstrate in the work they do for our clients every day. The scope of our services and our nationwide presence means that our graduates get the opportunity to contribute to important projects that impact all New Zealanders, such as transport, housing and education. Our medium size means everyone gets to know each other and we have a fun and social culture.

Our values



Positivity

We are deeply interested in the business and work together as 'one TPG'. We are solutions-focused and confident in our abilities. Always curious and eager to learn, we strive to be the best we can be. We enjoy our work – getting it done and having fun along the way.



Collaboration

We have each other's back. We build strong relationships through sharing knowledge, communicating and learning from each other. Everybody's voice matters and we are empowered to speak up. We collaborate and work seamlessly with our clients and believe in a 'no surprises' approach.



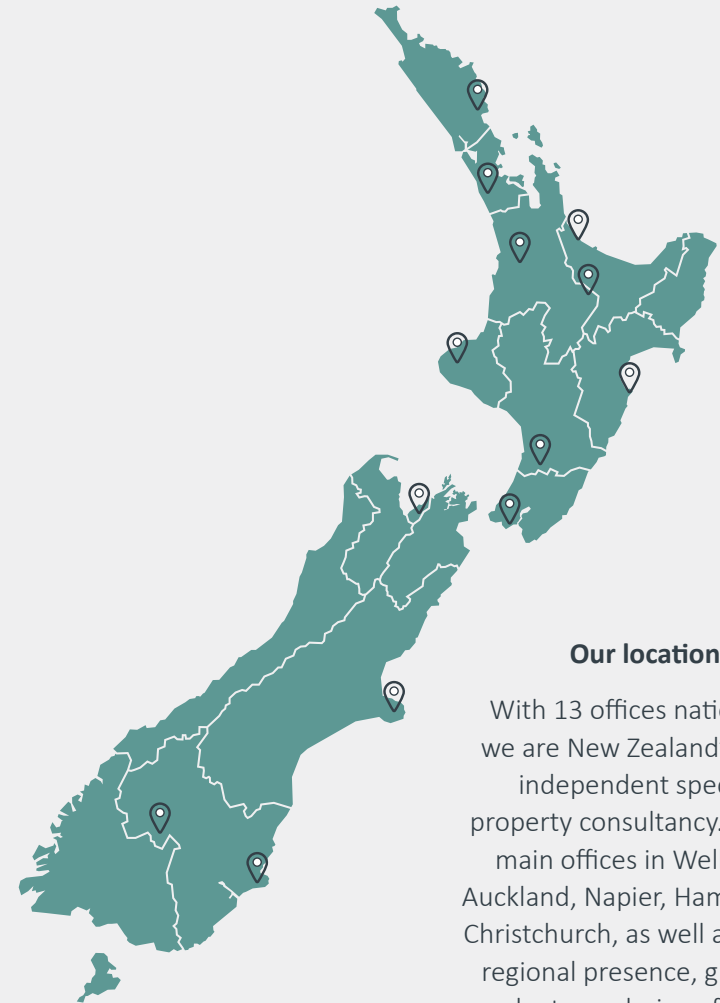
Integrity

We connect with our purpose in everything we do, and we do what we say we will do. We strive to do the right thing always. Honesty, trust and respect for diverse experiences and perspectives are essential to our success.



Caring

We care for each other, our clients and our work. We genuinely want the best for our clients, exceeding expectations by producing high quality work and creating lasting relationships. TPG is a great place to work and our people enjoy being here.



Our locations

With 13 offices nationwide, we are New Zealand's largest independent specialist property consultancy. We have main offices in Wellington, Auckland, Napier, Hamilton, and Christchurch, as well as a strong regional presence, giving our graduates a choice of locations to launch their career.

About our graduate development programme

Our graduate development philosophy is built around great relationships and collaboration - we have a wealth of knowledge and expertise to share and we are excited about the fresh ideas and perspectives our graduates bring too. Together, our goal is to give our graduates a great experience with TPG. We offer a unique opportunity to become part of our successful specialist consultancy team and start on the pathway to a rewarding career in property.

Our two-year graduate development programme is underpinned by the following themes:



Support and guidance

We take a team approach to everything we do, including supporting our graduates. From day one, we wrap support around our graduates starting with an induction buddy, ongoing support from a graduate mentor and access to a graduate peer group to grow alongside and have some fun with!



Learning, development and feedback

We take learning and development seriously and it's at the heart of our investment in our graduates. Our programme is designed to support your personal and professional growth. We have a structured approach to learning and development and will provide you with regular feedback and direction, so you know what is expected of you and you are supported to achieve it.



Delivering a superior client experience

We pride ourselves on developing relationships built on trust and a strong understanding of our clients' needs. Delivering a superior client experience is what makes us tick, and we make this a priority for our graduates too. We will work together to provide you with exposure to a variety of client work through assignments in different teams and projects.

Matching our graduates with business opportunities

Our graduate roles and locations change from year to year depending on our projects and clients, although we do try to match our graduates to suit their backgrounds and areas of interest. We work with our graduates to give them wider exposure to different types of client work or service lines on a six monthly basis.



First week

Welcome to the team

Welcome onboard and meet the team
Meet your graduate buddy and learn the ropes

First three months

Getting started

Get to know the business - our people, our clients, and our work
Learn about the work you'll be involved in
Meet the wider team at our annual Forum

First six months

Relationships and support

Get together with your graduate peer group
Join other recent starters at our Induction Day
Meet your graduate mentor

Six-monthly

Performance and remuneration

Understand your goals and expectations through your Performance and Development Plan
Regular feedback and check-ins
Six-monthly remuneration review

Throughout the programme

On the job learning through exposure to different client work, as well as coaching from technical experts

Professional development to support your career and set you on the pathway to becoming a well-rounded consultant

Graduate development road map

Two years



What we are looking for

We are interested in graduates with diverse backgrounds, who are excited about a career in property and who share our values of caring, collaboration, positivity, and integrity. **The graduates who stand out to us will be:**



Passionate about our purpose and delivering a superior client experience



Genuinely interested in a career in property and in a consultancy environment



Focused on quality and always take pride in their work



Team players who build great relationships and work collaboratively



Great communicators who write and present ideas clearly and accurately



Critical thinkers who solve problems, challenges and think outside the box



Curious and eager to learn and grow personally and professionally

Working life at TPG

We offer a competitive remuneration package, with all our graduates receiving four remuneration reviews in their first two years with us. We also offer medical insurance, and contributions towards other health related costs such as flu jabs and prescription glasses.

Every year we get the whole company together to celebrate at our annual Forum, which is a fully funded weekend at a top New Zealand destination.

We believe in the importance of supporting the community around us and we partner with the New Zealand charity KidsCan. We encourage our graduates to get involved in the fundraising events we run throughout the year.

Check out what our people have to say about working at TPG [here](#) or by visiting the [careers section of our website](#).



Flexible working



Wellbeing programme



Learning and development programme



Fun and social work culture

Our application process

We understand this may be your first formal job application, and we aim to provide a supportive process and ensure our applicants have a positive candidate experience with us.

Feedback

TPG is a proud Circle Back Initiative Employer and is committed to responding to every candidate. For all applicants who are interviewed but are not successful we commit to giving you feedback about your interview.

Our programme opens in May for three weeks. You can apply online through our website. You will need a current CV, cover letter, and a copy of your most recent academic transcript.

Apply online

May

Our interview process is all about getting to know each other. We want to hear more about you and your background, and you can learn more about TPG and our graduate roles. It will also include some practical exercises to test your communication and problem-solving skills.

Interview

June

We will get in touch to confirm the outcome of your interview. If you are offered a job, we will do a reference and background check and then you will receive a formal offer through our online HR system.

Job offer

**August -
September**

Video meet and greet

We review all applications and invite shortlisted applicants for a short video meet and greet. We will ask you a few questions to learn more about you and your interest in our graduate programme.

June

Coffee catch-up

We get all potential new employees to meet with a member of the team for an informal chat. It is a good opportunity to meet one of the team outside the formal interview process.

July

Welcome to the team

We look forward to you joining TPG! Our graduates start in late January or February. There may be some flexibility with start dates which we will discuss with you through the offer process.

January - February



For more information contact

Jessica Mooney

People and Culture Advisor

JMooney@propertygroup.co.nz

