



Graduate Development Programme Guide



About us

The Property Group (TPG) is a locally owned property and RMA planning consultancy, bringing Kiwis together to build Aotearoa New Zealand for over two decades.

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.

What do we do?

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

- Property Advisory
- RMA Planning
- Urban Regeneration
- GIS Solutions
- Statutory Services
- Local Government Advisory
- Housing and Community
- Energy Advisory
- Infrastructure Advisory
- Development Projects Advisory

Our clients

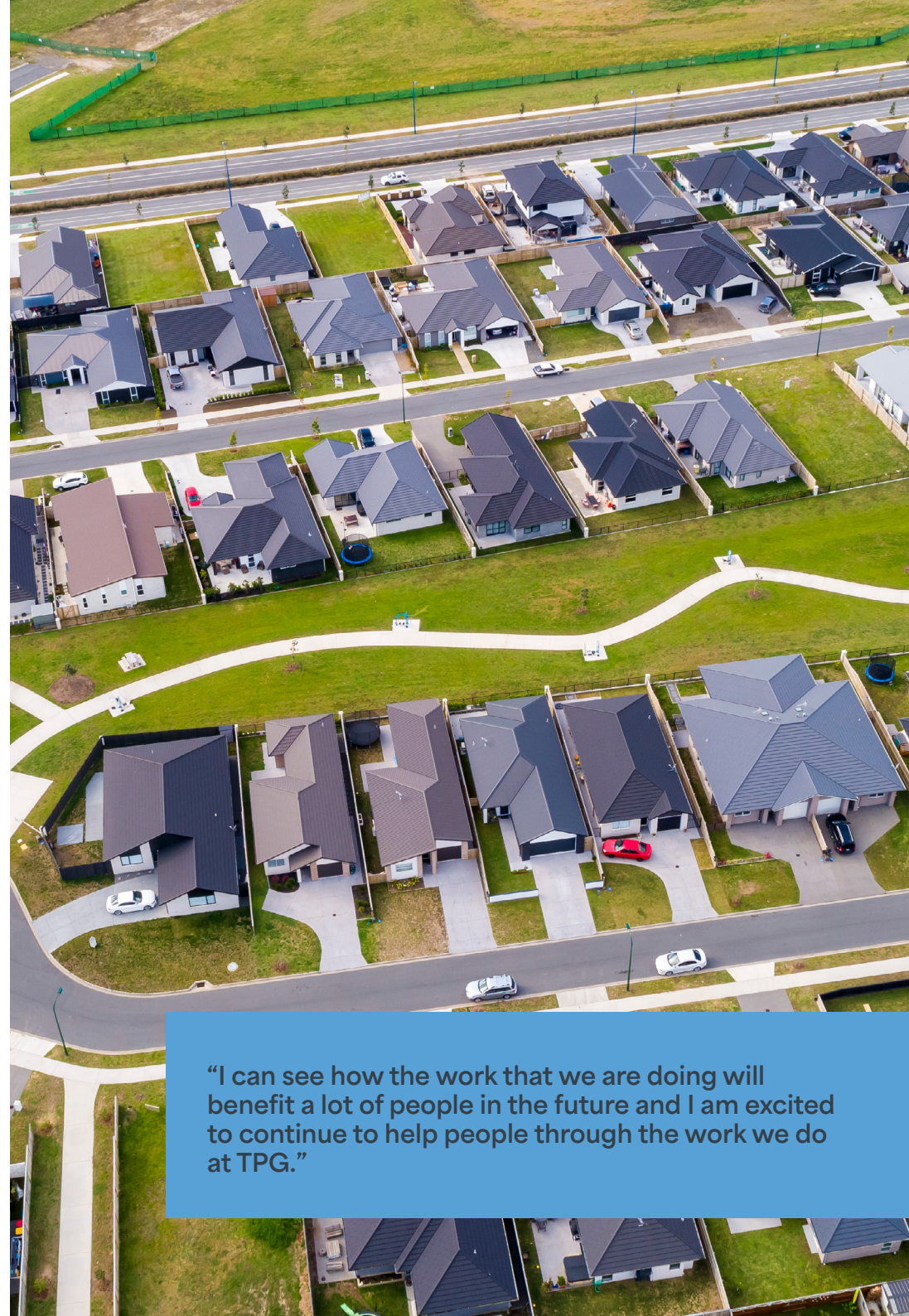
We provide property advice to a range of clients throughout NZ.

- NZ Transport Agency Waka Kotahi Local Government Advisory
- Central Government departments
- Local Government and Territorial Local Authorities
- State Owned Enterprises, Crown Owned, Mixed Ownership
- Private companies, Trusts, Not-for-profit organisations.

Find out more



"I can see how the work that we are doing will benefit a lot of people in the future and I am excited to continue to help people through the work we do at TPG."



Our people

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 team of over 180 people across New Zealand provides a social culture and professional network to learn and engage with as your career grows.



OUR PURPOSE

To deliver property expertise that builds a stronger New Zealand.



OUR VISION

To be New Zealand's 'go to' property professional services firm.



OUR VALUES

- Integrity
- Caring
- Positivity
- Collaboration



OUR CULTURE

- Contribute to our purpose
- Health and wellbeing benefits
- Diverse and inclusive workplace
- Learning and development programme
- Corporate Social Responsibility
- Fun and social work environment.

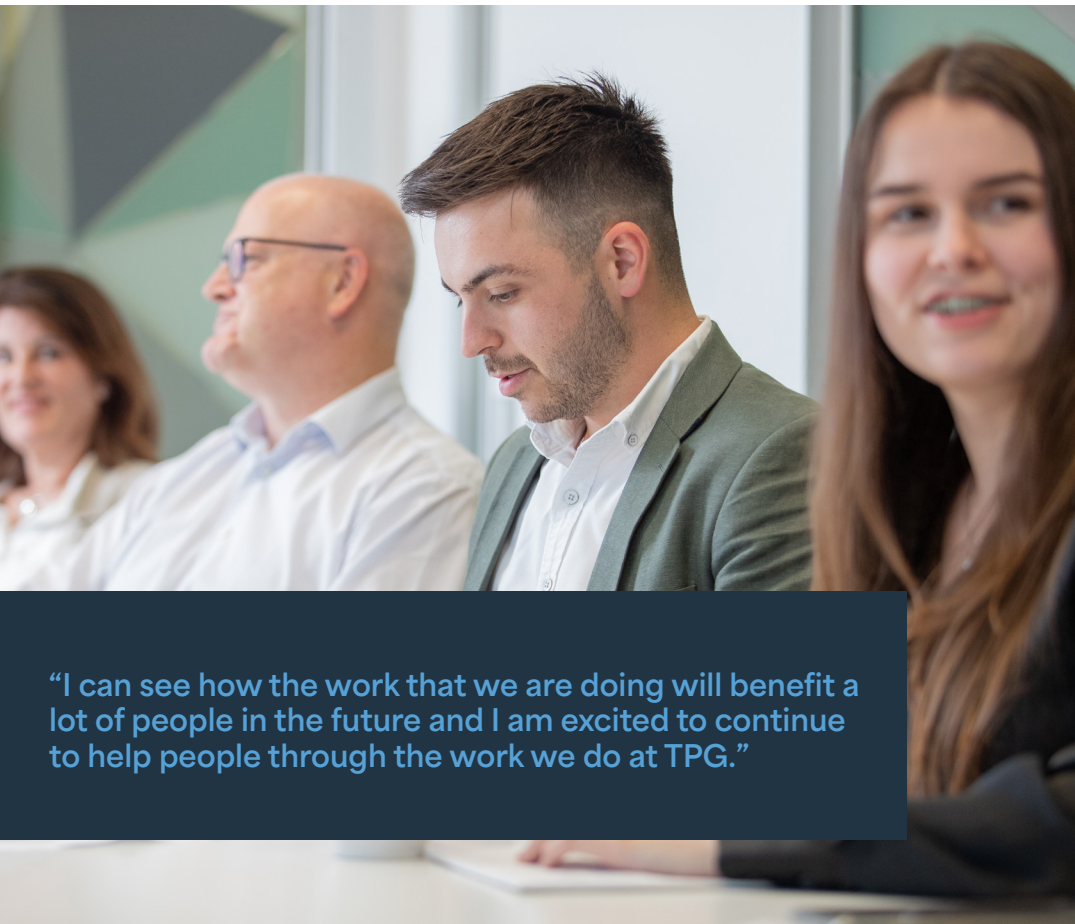


"TPG is such an experienced team with a wealth of knowledge and I'm looking forward to applying what I have learned through my degree."

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.



“I can see how the work that we are doing will benefit a lot of people in the future and I am excited to continue to help people through the work we do at TPG.”

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.

Graduate development road map

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 work
- Learn about the work you'll be involved in
- Meet the wider team.

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 become a well-rounded consultant.



Who 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.

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



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.

Apply online

Our programme opens 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.

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.

Interview

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.

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.

Job offer

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.

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.



Our locations

With 13 offices and over 180 team members 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.





Kickstart your career with The Property Group!

For more information on how to register visit

www.propertygroup.co.nz/graduate-development-programme/



The
Property
Group

Building a stronger
New Zealand, **together.**