

DLP Planning Graduate Recruitment Scheme



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DLP Planning Ltd (DLP) is a main part of the DLP Consulting Group which comprises DLP Planning Ltd, BE1 Architects Ltd (architects and urban designers), Community Resource Planning Ltd and Heritage Asset Planning Ltd.

The basis of the DLP Group was the formation of the town planning practice in 1991, and the transport and design functions were added in 1997 and 2006 respectively. The business has offices around the UK in eight locations, London, Bedford, Milton Keynes, Nottingham, Sheffield, Leeds, Rugby and Bristol.

In 2006, the Company was restructured to form a series of 'practising companies' under the DLP Consulting Group banner. Each has an individual 'workflow' but on very many occasions they act together or as a multi-disciplinary team.

The Group also has a central administrative team which provides for financial management, H.R, administration and practice management, IT support, graphics and marketing.

DLP Planning remains the core of the business and whilst a 'generalist' planning consultancy, also offers a number of specialist teams which add to the broader planning offer. These include the Strategic Planning Research Unit (SPRU), which undertakes a wide range of demographic and economic assessment work along with policy preparation and analysis; the Sustainable Development and Delivery team (SDD) which offers transportation planning, travel planning, flood risk assessment, environmental assessment, master planning, mapping (GIS) and viability assessment; and the Renewables team, which work with wind, solar, AD and biomass, and more recently battery storage schemes.

DLP Planning undertakes a very broad range of work for a wide range of both public and private sector clients and this includes extensive expert witness work at planning inquiries and examinations, transport and road inquiries, compulsory purchase inquiries, Development Consent Order hearings and tribunals such as the Upper Tribunal (Lands), and the Courts.



The Graduate Scheme

DLP fully recognises that its staff are the core of the business and there is a very strong team ethic. The Company offers to all a tailored career programme which allows progression from graduate level through to director, and a number of staff over the years have achieved this. DLP is committed to their training and development and within this has created the Graduate Scheme.

DLP, as part of its growth plans for the future, has a continuing need to recruit staff at all levels, but also has successfully recruited and trained staff at the graduate entry level. Graduates have made, and continue to make significant contributions to the development and growth of the Group.

Each office, at varying times, has a requirement to recruit graduate level staff. Graduates may be recruited at under-graduate or post-graduate level, either directly from University, or following a career break or change. In some cases, the Company will offer sponsorship to achieve the relevant qualifications necessary to secure professional status and progress on from there (details of the requirements for sponsorship are set out separately).

There is also, subject to requirement, a 'placement initiative' whereby individual members of staff at planner grade can have an opportunity to either work with or from other offices of the Company for periods of time, or on occasion to transfer between offices as part of their career progression.

In terms of DLP specifically, the Practice is a generalist planning practice with a number of specialist teams who operate nationwide and as such the opportunity to work in a range of work areas is available. At Planner level, development is managed through a programme of personal development as well as involvement with a wide range of project work. A key feature that is encouraged and supported for all staff is corporate membership of the Royal Town Planning Institute (the RTPI), which is, we recognise, a lengthy process.



Mentoring and Further Training

The Company operates a structured mentoring system for all staff and this is focussed upon a mix of both training, professional requirements and also personal development and ‘happiness’ within the Company.

The mentoring scheme is founded on a structured approach, wherein individual staff members are allocated a mentor who generally is a single staff level above them, thus there is an understanding of the requirements and pressures based on everyday experience. The outcomes of mentoring meetings are recorded and fed into the staff training programme so that individual staff members can be provided with relevant training and CPD experience.

The mentor also acts as a ‘buddy’ and can, if required, provide support with settling in, or, if there are wider concerns, advise on who in the Company a new staff member can approach.

In addition to staff mentoring, each member of staff is reviewed twice annually. The reviews involve a face-to-face meeting with the director/leader of the relevant office and also with the Managing Director. The reviews are a two way discussion and are meant as a means of discussing both progress and personal contributions to the Company and also how the Company has performed for the member of staff.

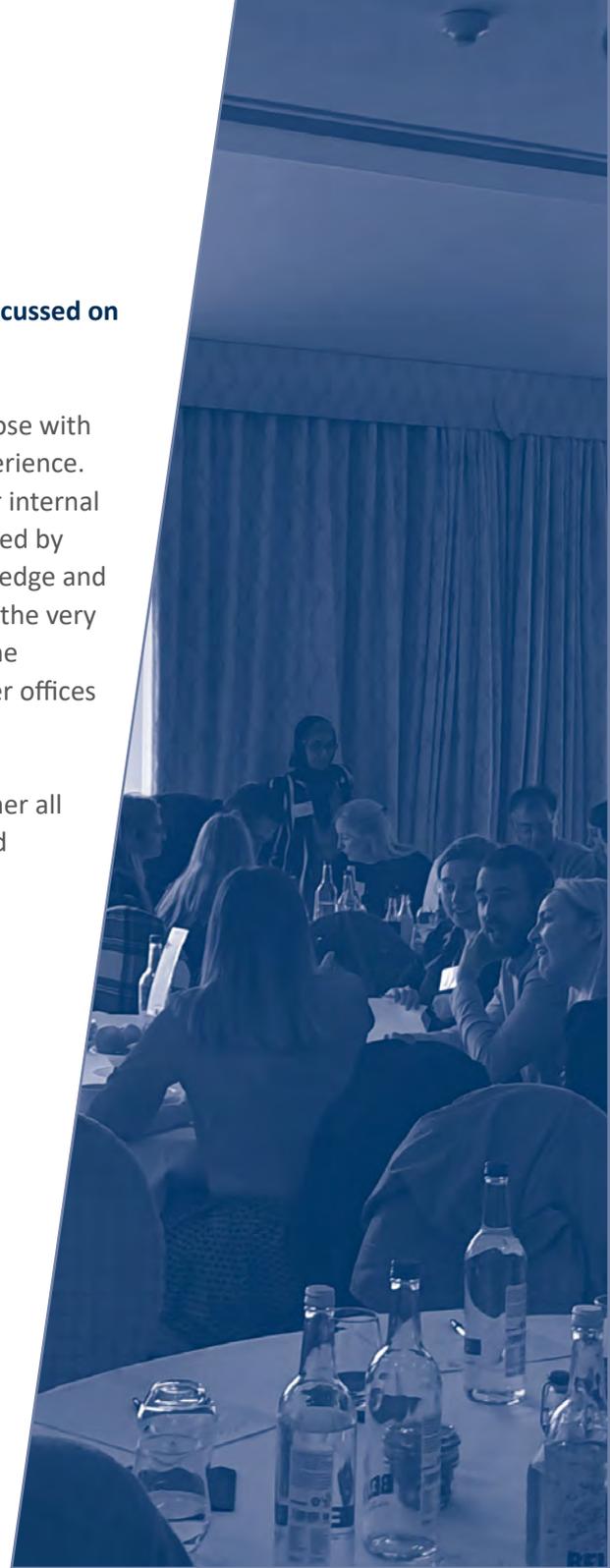


CPD

The Company has an active, tailored CPD programme which is focussed on both the needs of the staff and informing on good practice.

A number of CPD events are held internally, led by directors or those with specialisms within the Practice, and this is based on 'real life' experience. There are regular opportunities for a variety of external events, or internal events delivered by external companies, e.g. legal updates delivered by practicing barristers. The intention always is to impart both knowledge and experience, and also to provide staff members with an update on the very wide range of planning projects the Company is engaged in and the experience gained, it also allows staff to meet with staff at other offices in the Group, as well as other disciplines.

This culminates in an Annual Staff Conference which brings together all parts of the business for discussion around company direction and strategy and also key projects.



RTPI membership

The Royal Town Planning Institute (RTPI) offers three routes to becoming a Chartered Town Planner. These are the Licentiate (L-APC), Experienced Practitioner (E-APC) and Associate (A-APC) routes. For post-graduates with an RTPI accredited master's degree, the route to membership will be the Licentiate Assessment of Professional Competence (L-APC). The L-APC requires post-graduates to achieve a minimum of twenty-four months professional experience before preparing a written submission that consists of a Practical Experience Statement, a Professional Competence Statement and a Professional Development Plan. Upon successful completion, applicants will become Members of the Royal Town Planning Institute. Applicants can also follow the Associate and Experienced Practitioner route, in order to achieve Chartered status.

DLP provide to every applicant a separate mentor to assist them with their application. And these generally will be staff who have completed a successful application within the previous three years. As a company we take this very seriously and we also maintain close contact with the RTPI to ensure we have a good awareness of the requirements of the accreditation and membership requirements. DLP will offer every assistance it reasonably can to ensure staff secure this qualification.



Pre-Graduation Work Experience and Apprenticeships

DLP also offer short term work experience to students wishing to take a town planning (or related) degree with a view to gaining insight into the 'realities' of town planning. This can potentially lead to an offer of employment on completion of a degree course.

Consideration is being given by the RTPI, like other professional bodies, to an 'apprenticeship entry' to the profession. This, we will monitor as we recognise that this may suit potential candidates who do not necessarily want to attend university, but do wish to take up a career in town planning. The basis for such an approach has not yet been agreed by the RTPI, but it is a route that the Company will offer when this is agreed.



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RTPI
Chartered Town Planner



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