

# Graduate Careers at DPP





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## About Us

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DPP is an independent national planning consultancy, successfully delivering planning solutions to clients across the UK. Operating from a network of five offices around the UK including, Cardiff, Leeds, London, Manchester and Newcastle upon Tyne.

We provide exceptional planning services, across various sectors, including education, energy, health, residential, retail, leisure and employment schemes. We act for many high-profile clients, including some of the country's major land developers, housebuilders, and retail operators.

### Our Vision

To be an independent planning consultancy, successfully delivering commercially astute planning solutions to our clients across the UK.

### Our Mission

Through our national coverage and experience, DPP will provide our clients with highly responsive, Director led, locally relevant, commercial planning advice to unlock development opportunities and deliver planning permissions.



## A message from our CEO

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Graduate recruitment is at the heart of DPP's ethos of developing a team which can deliver results for our clients. 52% of our employees started with us as Assistant Planners including two Board Directors and we have a strong track record of promoting from within the company.

As an SME planning consultancy, we are able to offer diversity on project types whilst providing opportunities for Assistant Planners to be wholly involved in the delivery of all elements of our schemes. With our support and training, we have seen new starters flourish in response to the responsibilities they are given. Our Assistant Planners benefit from the fact that we are large enough to be working on some of the most significant projects across the UK whilst being small enough that all employees are visible and integrated across the whole company.

The culture of the company, which focuses on cross office working; varied sector and geographical projects; an active social and corporate social responsibility calendar and a structured training and support programme, means that we have been able to recruit and retain some of the best new planning talent across the UK. Our growth ambitions are based on continuing this strong tradition.

*Gareth Hooper - CEO DPP Planning*



## DPP Graduate Programme

Our programme has been curated to offer a mixture of formal seminar training, one to one mentor time and project experience learning. Formal training will include monthly in-house training seminars and occasions throughout the year to attend full day training sessions in one of our offices to get together as a graduate team. There is also the opportunity to attend sessions run externally by various institutes and training bodies including the RTPI and several chances throughout the year to attend networking events with similar planning professionals. In terms of mentoring, on arrival at DPP, you will be allocated a mentor, who will assist you with progress towards MRTPI accreditation and wider career development.

## Type of Work

Our graduates get to work on a varied case load of projects from across our sector range nationwide. We always structure teams on projects with a senior lead which allows graduates to work with multiple offices, and colleagues with different experience and skill sets from across the company. The type of work will involve site appraisals, assisting on planning applications, including consultation, reports and submissions, providing research on policy matters, monitoring and assisting in aftercare work such as discharge of conditions and amendments and much, much more.



*DPP work on a wide range of projects across sectors and geographical locations, creating planning strategies for some of the highest profile projects across the UK. Assistant Planners contribute to the delivery of these projects providing exciting on-the-job experience.*





## Employee Benefits Package

Our employees are key to our successes, we provide fantastic benefits, which include:

- Competitive market salary
- Mobile phone allowance
- 25 days annual leave, plus Christmas closure, bank holidays and additional leave after 5 years service
- Generous pension scheme
- Group income protection
- Group life assurance
- Private medical insurance
- Employee assistance programme
- Health and mental wellbeing support
- Paid professional membership fees
- Mentor scheme
- Graduate training programme
- Bespoke CPD and training schedule
- Flexible working arrangements
- Good social network internally/externally





## Employee Testimonials



**Freya Rideout**  
Planner  
Cardiff

*My career started at DPP when I met CEO Gareth Hooper at a University Property Panel Event, hearing about DPP and Gareth's own professional experience in the company attracted me to apply for work experience, which later transitioned to employment.*

*DPP's culture is both progressive and supportive. This is reflected in the company's commitment to mentoring and training employees. DPP have strongly supported the completion of my undergraduate degree and Masters in Spatial Planning and Development by offering flexible working hours and professional support. In addition to this, I have also been allocated a senior colleague within the company to act as my mentor and support my goal of becoming a chartered member of the RTPI.*

*Over the last year I have attended a variety of different Business Development Events to connect and engage with others working in Construction or the Built Environment. In particular, I have thoroughly enjoyed attending the Women In Property Events which have included 'Brunch at the Botanist' and a 3-course breakfast at the Ivy.*

*I have also been clay pigeon shooting with the Concrete Society and managed to gain best female shooter for DPP. These events are great fun but most importantly, they have provided me with several new connections in the industry who I have stayed in contact with and will hopefully have the opportunity to work with throughout my career.*

*Throughout my time with DPP, my involvement in projects has evolved from assisting with appraisals and feasibility studies, to now taking a role in project managing and leading on minor applications. I have recently been promoted to Planner and I am excited for this next stage of my career with DPP.*



**Jessica Knight**  
Planner  
Leeds

*The wide range of projects, the small size of the business and the location of the office right in the city centre attracted me to apply to work at DPP. DPP also offered a lot of flexibility whilst I was still studying by allowing me to work part-time prior to finishing my Masters.*

*The wide variety of sectors we work in makes it really interesting day to day and no day is the same. I have been lucky to work on a wide range of projects. If there is something you feel that you do not have as much experience in or you would like more opportunity to work on, then the Directors will listen and action when the opportunity arises.*

*We have regular lunchtime internal training sessions on a range of topics to help with our learning and development along with the mentor scheme in place to help with the RTPI process. I meet regularly with my mentor and this provides the opportunity to discuss case studies, review draft essays etc which I have found really beneficial and makes the whole process much less daunting.*

*In terms of progression, I started as an Assistant Planner working part-time whilst studying my Masters degree and was made full time when I completed this in October 2019. I have since been promoted to Planner at the beginning of 2021. With the promotion came a lot more responsibility and I have started to take the lead on more minor applications.*

*I would recommend working at DPP to anyone. I love working in a smaller company as you really get to know everyone across the offices and so we really are one big team. We have gone on a number of company trips which gave me the chance to meet other people in the company. The increased flexibility in terms of home and office working is also something that is really attractive in the current climate.*





**Lee Fulcher**  
Senior Planner  
Newcastle upon Tyne

*DPP is a friendly place to work, with all of the offices getting along and collaborating across projects. We also recently moved to a new office in Newcastle which has lots of breakout spaces. We also work remotely using Microsoft Teams to chat through projects which has allowed us to work a lot more flexibly.*

*I have been here since I was a placement student through to Senior Planner. There is a real culture within DPP to encourage progression and this is clear throughout the business. I work on a wide range of projects across the country, rather than just working in the North East, no day is the same. My involvement has increased as I have progressed, I was given the opportunity to manage small advert and discharge of condition applications at Assistant Planner level, as well as assisting on larger schemes. I now manage the day-to-day running of the majority of my projects and input into major development schemes.*

*The team have regular socials outside of the office and we have the opportunity to go on company trips, which really helps you to get to know everyone well, not only within your office but across the company. Assistant Planners are encouraged to go to networking events, allowing you to expand your network and make contact with likeminded professionals within the region.*

*DPP hold numerous internal training sessions across the year, including sessions by external technical experts. Graduate training sessions are also held throughout the year to develop your planning knowledge.*







**Oliver Corbett**  
Principal Planner  
Leeds

*I started at DPP as a Planner and very quickly was given more complex work and projects to undertake. Within 2 years I had been promoted to Senior Planner, and ever since then my workload has continued to develop. I am always being challenged by more complex and interesting work and no two days are alike. As of the beginning of 2022, I have now been promoted to Principal Planner which really demonstrates DPP's commitment to staff progression.*

*DPP provide really valuable opportunities for progression and are always seeking to grow the talents of their employees with extra training sessions, CPD activities and site visits. We are also given plenty of opportunity to have a bit more fun both inside and outside the office – whether that's going out for drinks after work, away days or our Christmas Parties and trips which are held in different locations across the UK and abroad.*

*DPP is a great place, not just to work, but to really develop your career, excel in the planning industry, and meet some great friends and colleagues along the way.*



**Kayleigh Dixon**  
Associate Director  
Newcastle upon Tyne

*I joined DPP in 2012 as an Assistant Planner after completing my post graduate studies at Newcastle University. I had a dedicated mentor who supported me through my MRTPI accreditation in 2014, with Director support, I progressed to Planner, Senior Planner, Principal Planner and now my current role of Associate Director, attained in 2020.*

*I work on a great mix of projects ranging from small residential schemes to regionally significant major regeneration projects. I am also surrounded by an excellent team who I can rely upon and give them responsibility on projects. As an Associate Director I lead on projects, provide strategic planning advice and provide support to junior colleagues. I also attend lots of meetings, ranging from pre-app meetings, design team meetings, business development meetings and events, as well as going on site visits. Attending business development events is a great way to meet new people and to learn more about what developments are going on in the region and DPP encourages me to do this.*

*Outside of the usual working day, DPP is also a sociable company. At an office level we go out for staff lunches or meals/drinks after work and we also have our annual Christmas party. At a company level I'm involved in Senior Leadership Meetings and events in addition to our annual company 'get together' which in recent years has been held in great cities such as Edinburgh, Amsterdam and Berlin.*

*DPP is a great place to work, it is supportive, has in place a dedicated mentoring and training programme and invests in its people. Work-life balance is important, I have the flexibility to work from home or within our new modern Newcastle and Manchester offices which have lovely communal facilities and break out space.*



Interested in a Graduate Career with us?  
Listen to the team [here](#)

Send your CV and Cover Letter to  
[careers@dppukltd.com](mailto:careers@dppukltd.com)





