



Exceptional people, extraordinary impact

Your career at Turley

Turley

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turley.co.uk

[linkedin.com/company/turley](https://www.linkedin.com/company/turley)

A message from our Chief Executive

“ It is important to me that people love what they do, and this is a simple premise that we focus on here at Turley. We strive to be bold, and we support brilliance in our people so we can perform at our collective best.

We are proud to be active across all development sectors in the UK and Ireland and our reputation as the advisory of choice for outstanding strategic advice and delivery know-how.

As an employee-owned business, every person that joins Turley becomes a co-owner. This underpins our independence and culture, supporting our resilience and enabling sustainable growth. Our decisions are guided by what's best for people and the planet. Working collaboratively with our clients, we deliver communities and places that thrive. We are not constrained by the will of external shareholders and when we succeed everyone who contributes shares in the rewards.

Thank you for considering a future as part of our team. Joining us is an opportunity to make a real impact alongside other exceptional people doing equally extraordinary things.



Stephen Bell
Chief Executive

”

Who we are

Our story

Trusted independent advisors with restless ambition to shape a more sustainable future. We work collaboratively with our clients to deliver places and communities that thrive.

Built on over 40 years of planning consultancy experience, we offer expert advisory services across the built environment and beyond.

We have been employee-owned since 1996. Our people are at the heart of decision-making. We all behave like co-owners because we are.



Our purpose

Shaping sustainable futures together

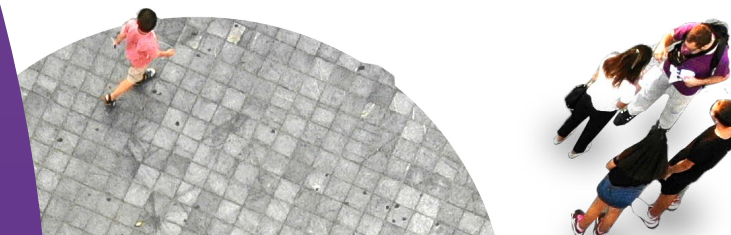
What it means...

Shaping - Shaping is a creative and innovative process of always trying to improve on processes and outcomes. Our advice shapes our clients' thinking and the places they deliver. We work together with others and understand everyone's part in achieving success.

Sustainable - Being sustainable is essential to our company. We help our clients and protect the environment when we give advice and make decisions. We also want our business to continue being successful for a long time and make a positive impact on the world.

Futures - We are thinking about the future and working to make it better for everyone. This includes our co-owners, our clients, the planet, and the communities that we serve. We know that there can be many different futures, and we want to help shape a good one for all involved.

Together - We are an employee-owned business – we work together in the interests of all. We believe in the power of collaboration and all have our part to play. Our skills and services, particularly when deployed together, help us address complex problems and deliver sustainable solutions for, and importantly with, our clients. This is a key part of our value proposition; it adds value and makes Turley a special place to work and to work with.



Our services

We offer expert advisory services for the built environment and beyond.

Combining professional expertise with in-depth market knowledge we work with clients to deliver thriving places and communities across all sectors.

We bring deep thinking; smart strategy; and expert delivery.



Where we are

We are rooted in the places we work through social and business connections.

Our people invest in positive relationships with local authorities, businesses, communities and co-professionals across the UK and Ireland.

We bring local knowledge and networks.



Employee ownership

Employee ownership positively influences our culture and provides unrivalled opportunities for our co-owners to progress in their careers.

We behave as owners because we are.

This encourages influence over the way that our company develops, how we choose to invest and how we reward our co-owners. With no external shareholders, we have control and can decide how to invest our profits in the interests of co-owners.

We are transparent about all aspects of our business including its performance and financial data.

We engage co-owners frequently to seek feedback on their experience and ways to improve our company. We act on feedback.

We are proud to have been employee-owned since 1996.

As an independent employee-owned business our decision-making is agile and our reporting lines are short.

Our Leadership Team regularly invite co-owners to share ideas and feedback about strategy and policies and everyone has a role in shaping our future.

“

The Employee Ownership model was new to me when I joined Turley, and I instantly saw the benefits it brought to co-owners and the culture it supported. When a Trustee Director role became available, I jumped at the chance to be able to advocate the benefits of EO and represent Turley co-owners. Since becoming Trustee Director I have learned even more about the benefits of the EO model, including resilience, wellbeing support, and fair governance.

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Fiona Lomas-Holt

Director, Head of Sustainability and ESG

Our impact

Our work

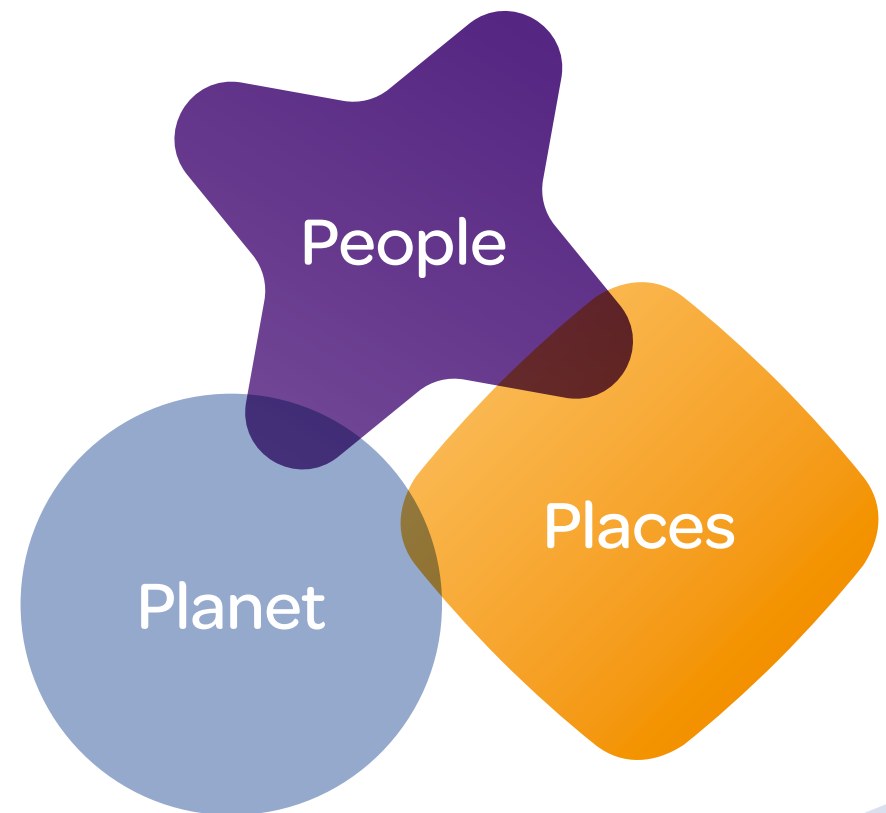
We care about the places that we help create. We are committed to ensuring people, places and the planet can thrive and we strive to shape more resilient and sustainable places across all sectors.

Our role is to support and influence client project briefs; to understand and apply context; and to build authoritative evidence bases to compellingly interpret policy. Through communication with communities and local planning authorities we deliver intelligent planning permissions on sensitive and complex sites.

Our **track record** speaks for itself. We add value, optimise opportunity and deliver complex projects.

We follow and influence change in policy, regulation and good practice to keep our clients ahead. We work collaboratively and creatively with clients, project teams and decision makers to add social, economic and development value through inspired placemaking.

We shape a more sustainable future.



Environmental, Social and Governance

Shaping a more sustainable future

We know that actions speak louder than words. As a business, and through our client work, we strive to make a meaningful impact.

Our aim is to have a positive and lasting impact on the planet and communities through sustainable development, regeneration, our Charitable Trust and delivering social value.

Our approach to ESG drives positive impacts for our co-owners, the businesses with which we engage and the communities in which we serve.

We achieved CarbonNeutral® company certification in 2020; Bronze Carbon Literate Organisation accreditation in 2023; and are working towards B Corp status.

We undertake activities which make a positive difference in the places that we help to shape.

Highlights include:

- Charitable Trust volunteering and fundraising activities
- Partner with charities such as **10,000 Interns Foundation** and **Regeneration Brainery** to provide meaningful workplace opportunities
- Commitment to our Equity, Diversity and Inclusion plan
- Promoting sustainable development

For more information on our approach to ESG, click [**here**](#) to access our latest report.

Turley

Charitable Trust



Since establishing our Charitable Trust in 2008, we've donated over £1 million to charitable causes, and through volunteering initiatives our co-owners have helped make a difference to communities across the UK, Ireland and in more distant locations.



Our culture

Our values

Think of **our core values** as our compass – constantly guiding us, pointing us in the right direction, and informing our decisions and actions, both internally and in our interactions with clients and communities.

“

For nine years at Turley, I've thrived with diverse challenges in my workload, supported by a talented team and unwavering company support. The range of responsibilities keeps me engaged, while collaborating with skilled co-owners means we can tackle any project and gain the best outcome for our clients. Turley's flexible approach allows me to achieve at work and maintain balance.

”

Turley co-owner



Equity, Diversity and Inclusion

We create an inclusive environment and believe that people perform better when they can be themselves.

We are members of **PREACH Inclusion**, **Real Estate Balance** and **Stonewall**.

Our EDI group, Embrace, works with our Leadership Team to progress our strategic aim to be an even more inclusive and diverse employee-owned company which has been integral to our company business strategy for over a decade.

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I am proud to be a member of Embrace and work for a company that takes the need for equity, diversity and inclusion in the workplace seriously, particularly within an industry that has historically struggled in such respects. This forms an intrinsic part of our company values, and ensures that we provide an environment that allows everyone to be their true selves at work. Given the ongoing struggles we are facing as part of the pandemic, this culture is more important than ever.

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Ella Murfet
Associate Director

Our EDI Action Plan sets out our strategic intent, actions, and measures of success, centred around four key areas. We will:

- Cultivate an even more inclusive and equitable culture to broaden diversity within our company.
- Promote gender equity; close our gender pay gap; and broaden diversity in leadership and decision-making.
- Implement Gender Mainstreaming (GM) across our products and services.
- Drive inclusive business processes and recruitment practices.

Pride

Pride at Turley is our internal LGBTQ+ network: supporting co-owners who identify as lesbian, gay, bisexual, transgender and queer, amplifying the voice of allies, and promoting change both at work and within the built environment.

The network allows co-owners to come together and connect in a work environment, acts as an advisor, supports the company in developing policy and company culture, and raises awareness of LGBTQ+ matters both internally and externally.



Your opportunity – our commitment to you

Development and progression

We support co-owners to realise their full potential at a pace that's right for them.

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I joined Turley from the public sector in 2014 to be part of our growing Heritage, Townscape and Landscape team. Through support from my line manager, mentors and the sponsorship programme, I progressed from an Assistant role to Director within a decade whilst also starting a family and having two children. My skills, knowledge and confidence have expanded hugely during this time, and I have been encouraged to develop my own professional profile and areas of expertise.

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Kerrie Melrose

Director, Heritage and Townscape

“

I joined Turley as an Assistant Planner in 2011 and have been supported to develop at my own pace and make my own distinct contribution to the company. The coaching and mentoring on offer is second-to-none and I have had the opportunity to work on, and increasingly lead, some fantastic projects. I was delighted to be promoted to Director in 2021, whilst on maternity leave, and now help to lead our Planning team in the North of England.

”



Anna Relph

Director, Planning North

Your learning opportunities

We work with co-owners to create Individual Development Plans to support aspirations.

Every day provides an opportunity to learn, working alongside experts in their fields, through on the job coaching and the wide range of learning and development opportunities available:

- Regular bite-sized CPD sessions
- Working towards formal qualifications
- Training courses – including leadership development and line management programmes
- Mentorship programme – an independent sounding board to support personal and professional development
- Sponsorship programme – an opportunity to build leadership capability and benefit from the advocacy and cultural capital of senior leaders
- Support with the Assessment of Professional Competence with the RTPI including an assigned mentor and submission review

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As an Associate Director at Turley I have led high-profile, complex projects; developing both my planning expertise and project leadership skills. Collaboration is genuinely at the very heart of Turley, I often form part of a team of Planners / co-owners who collectively advise and deliver for our clients. Turley has enabled me to grow as an individual by providing opportunities and support for me to grow and develop my career in my own way.

Turley co-owner

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The best parts about working at Turley are the people and our teams. It is a hugely supportive environment with a real emphasis on personal and professional development. There are lots of opportunities to get involved in a range of exciting projects from listed building consent applications to large-scale Net Zero Infrastructure schemes.

Turley co-owner

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Your benefits

Joining Turley means more than just a job - it's a place where you're rewarded, supported, and appreciated.



Wellbeing benefits

- Private medical insurance/ allowance
- Flexible annual leave
- Virtual GP
- Flexible working
- Employee Assistance Programme (EAP)
- Health and Wellbeing allowance



Financial reward

- Salary
- Flexible working allowance
- Employee Ownership Dividend
- Pension
- Life assurance
- Income protection
- Long service awards
- Recognition scheme
- Bonus

Salary



We pay a fair, market competitive salary which reflects the skills, knowledge and contribution of co-owners. We are committed to equal pay and ensuring equity and fairness in our pay decisions. All co-owners are invited to discuss their salary with their Business Leader to understand pay decisions and how their pay can progress at Turley.

The People & Culture team will share the typical salary range for a role with you ahead of any interview so you can be sure it's in line with your expectations.

Flexible Working Allowance



Our flexible working allowance is paid alongside salary. The flexible working allowance is an evolution of a car or travel allowance, and reflects the change in the way we work, spending more time working outside the office with more online meetings.

Celebrating collaboration



Every two years, Turley comes together as a whole at our company conference to collaborate, connect and celebrate our achievements.

We also have a reward and recognition scheme to shine a spotlight on those co-owners who go above and beyond in demonstrating collaborative behaviours, with a range of rewards available for those nominated.

Bonus and dividend



As an employee-owned company, all co-owners have the opportunity to benefit from the financial success of the company through the Employee Ownership Dividend.

The Dividend recognises the contribution of all co-owners to the profitability of the company and the value of collaboration. It is paid at the same level across the company (subject to criteria).

Our discretionary bonus scheme is based on company, team and personal performance across the year. In deciding a bonus, we consider how well individual objectives have been met, and how a co-owner has displayed the company values.

Our Strategic Value Plan is designed to reward co-owners (over a five-year term) who contribute to and drive the creation of additional value for our business.

Pensions and protection policies



You will be enrolled into the Turley pension scheme within 3 months of joining the company (Directors will join from day one). Turley pay the equivalent of 5% of salary into the scheme and expect co-owners to contribute 3%. For Associate Directors or equivalent roles, Turley's contribution increases to 7.5%, with the co-owner minimum contribution set at 0.5%. Director and equivalent roles receive a 10% contribution and can choose to contribute themselves if they wish.

An additional 1% is paid to all co-owners from their 10th year anniversary with Turley.

Death in service benefit at four times salary is provided for all co-owners with the option to flex up as needed. We also provide income protection insurance to support you if you were unable to work for an extended period.

Flexible benefits



Private medical insurance is paid for by the company for all co-owners and you can choose to add family members at your own cost. Our policy includes access to a virtual GP and an Employee Assistance Programme is also available.

We also offer a range of additional flexible benefits that co-owners can choose from including: a carbon offset car lease scheme, a cycle to work scheme, dental insurance, charitable giving through payroll, travel season ticket loans, health assessments, critical illness cover, retail vouchers and more.

While not all of these benefits can be offered in Ireland, we are always working to expand the range of additional benefits we can provide to co-owners based in Dublin.

Enhanced parental leave policies



We offer enhanced leave and pay options to new parents under our maternity, shared parental, paternity and adoption policies. The People & Culture team will be happy to discuss your circumstances and how we would be able to support you.

Loyal service awards



We recognise ongoing contributions and commitment with loyal service awards and additional leave at key milestone anniversaries.

Our co-owner referral scheme will reward you again if you are able to successfully introduce a friend to the company.

Annual Leave



Co-owners get a minimum of 25 days' annual leave per year (pro rata for people who work part time) in addition to bank holidays.

For Senior Planners/Consultants, Associate Director and equivalent roles, this is increased to 28 days and in a Director-level role it's 30 days.

Co-owners have the option to buy or sell leave – taking the leave up to 40 days per year, or selling some days if that's right for you.

We understand that sometimes co-owners may prefer to work during bank holidays and take alternative time off so we're flexible on this.

Flexibility

Our blended flexible working model means that co-owners are given choice, freedom and flexibility as to where, when and how they work.

While some roles can naturally be more flexible than others, we understand that sometimes flexibility is needed to enable all co-owners to comfortably manage their lives outside work. Working patterns are discussed and agreed on a one-to-one basis with line managers to best meet the needs of the co-owner, the team and our clients.

There is also flexibility to work from different office locations.

We believe that time spent working together in person is important for our culture, our sense of belonging and the opportunities for connection that it creates for collaboration and learning. We'd always encourage co-owners to spend some time working from our office locations, and most co-owners typically spend 2-3 days per week in the office.

While our standard working hours are 9am to 5pm, Monday to Friday, co-owners often work slightly differently either ongoing or ad hoc to suit their needs.



“ The key message for me is responsibility – to our clients, our co-owners, and to us and our families. Having worked for consultancies with fixed hours, the additional flexibilities make a world of difference to me, and I believe makes me more productive and driven.

Turley co-owner



We are open-minded about formal flexible working arrangements and encourage you to get in touch to discuss your own circumstances.

“ I started to work a couple of shorter days each week when my son was little so that I could pick him up from school. I discussed the option of compressed hours but didn't feel that option was right for me so just reduced my hours. Now my son is older, but I continue to work shorter days for my own life balance.

Turley co-owner



Wellbeing



The private medical insurance, virtual GP service and EAP are there for when you have a health problem or need support.

Maintaining your good health and wellbeing is also a priority at Turley and our Wellbeing and Resilience network helps to deliver the wellbeing approach locally in each office location.

All co-owners can receive a Health & Wellbeing allowance of £250/€300 per annum towards the cost of an activity which contributes to physical or mental wellbeing. For some that's the gym, for others it might be a meditation app subscription or kit for a new hobby, as long as it supports wellbeing, that's fine.

Discounted gym membership is available to co-owners across a network of UK gyms.

Sabbaticals or career breaks are available for co-owners who need a longer break to pursue their passions outside work.

Our projects



110 The Queen's Walk, London



Northern Gateway



Paradise, Birmingham



Electric Arc Furnace, Port Talbot for Tata Steel

Our aim is to be an even more diverse and inclusive company; we celebrate difference and we're working to build more diverse teams. We welcome applications from candidates regardless of background and personal circumstances who meet the role criteria. We would love for you to join an organisation that enables you to thrive. If you need any assistance during the recruitment process or we can put in any adjustments for you, please **contact our People & Culture team.**

Get in touch if you have any questions about life at Turley or our recruitment and selection process.

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