

**REAL
ESTATE
SCHOLARSHIP**

YOUR SPRINGBOARD
to success

Welcome to the EVES Real Estate Scholarship Programme

About EVES

EVES first opened our doors in 1969 – the golden age of muscle cars and the Beatles. Plenty of trends have come and gone over our years in business, but our dedication to market-leading service means we've continued to go from strength to strength. We are committed to excellence and to providing our customers the very best possible experience so that they can achieve their property goals, which is why we have been awarded the Most Trusted Real Estate Agency, 3 years in a row.

Over the past 50 years, we've become a market leading, innovative, and dynamic real estate agency with a culture of celebrating our people and their success.

When you join the EVES family, you'll not only be armed with unmatched resources – you will enjoy a collaborative and supportive culture, and an inspiring working environment, so you can enjoy a rewarding and successful career.

“ Our goal in the marketplace is to provide the best possible real estate experience for all those we work with. Our goal within the company is to provide the required training, support environment and culture to maximise the opportunity for all of our people to be the best they can be. ”

Support

EVES has a large resource centre built around a team of specialists including an expert in-house Marketing team, Financial Services, IT and Systems specialist and some of New Zealand's most respected auctioneers, as well as a world class Training and Coaching team. You can focus on growing your business, knowing that behind you is a huge well-run machine, full of great people you can rely on.

Our Scholarship

EVES Real Estate is proud to present our scholarship programme. Packed with all the tools and support you need to fast track a successful career in real estate, our scholarship goes the extra mile to support motivated salespeople to make an impact on the real estate industry.

This year EVES will be offering a number of scholarships to those people who may already be in the industry, who are looking for a change, or to a brand new salesperson looking to enter the industry. Applicants can take comfort in knowing that they will be heavily supported, offered the tools of the trade and the knowledge needed to successfully grow their career.

The first step towards becoming a leader in this fantastic industry is to complete the EVES Scholarship application. We look forward to receiving your application.



Heath Young
Chief Executive Officer

Application for EVES Scholarship

CONFIDENTIAL

Your application for the EVES Scholarship will be kept in strict confidence.

Designed to reward driven individuals who are hungry for success, our generous scholarship package includes an array of tools, resources, support and mentorship to help you excel your real estate career. Our programme consists of;

- First year real estate license
- Salary retainer for 12 months
- Industry leading training, development, mentoring and high-performance programs
- 1-on-1 access to Salesperson Development Coach, Branch Manager and General Manager
- Extensive range of new employee items such as business cards, professional photography, signboards and polo shirts
- Comprehensive marketing package for personal profiling

If you're ready to fast track your career in real estate, apply today.

A Introduction

Thank you for applying for an EVES Scholarship. The information you provide in this application form and in any accompanying CV will be used to help us assess your suitability for the EVES Scholarship. You should ensure that the information you provide is entirely accurate. Failure to provide correct information may prejudice our ability to assess your suitability. The provision of false information is grounds for dismissal or cancellation of your employment.

All information you give us will be treated confidentially and will only be released in accordance with the authorisations you provide to us in this form. If your application is successful, the information will become part of EVES' personnel records. You are entitled to access the information upon request.

If your application is unsuccessful, the information will be destroyed.

B Personal details

Surname	
First Names	
Address	
Email	
Mobile	Telephone (after hours)

Are you legally entitled to work in New Zealand? In other words, do you have NZ citizenship, permanent residence in NZ or a current work permit/visa?

Yes No

Do you hold a current salesperson's licence?

Yes No

Do you have a spouse, partner, relative or household member working with EVES or a company associated with EVES?

Yes No

Do you have a spouse, partner, relative or household member working elsewhere in the property or real estate industries?

Yes No

Are you aware of any other factors that would place you in a potential conflict of interest with EVES?

Yes No

If the answer to one of the above three questions is yes, please provide details:

Do you perform any other work (paid or unpaid) that you intend to continue to perform if you are offered the role you are applying for?

Yes No

If the answer to the above question is yes, please provide details of the work and the way it may impact upon your ability to perform the role:

Do you have any other commitment that may affect your ability to perform the role applying for (e.g. sports, community service, territorial army)?

Yes No

If the answer to the above question is yes, please provide details of the commitment(s) and the way it/they may impact upon your ability to perform the role:

C Qualifications and skills

You do not need to complete sections C, D, E or F if your application is accompanied by a CV that contains the information requested in this section. Please list below your relevant qualifications and education:

Institution	Course	Year of completion

List the skills and experience (e.g. computer skills, technical skills) you consider are relevant to your application:

D Membership, interests and achievements

List the major interests and activities that you are involved in, or have undertaken, in the last three years (e.g. club or team membership volunteer activities) which you consider relevant to your application:

E Employment history

Please list your previous roles below (beginning with your present or most recent position):

Employer	Position held	Key responsibilities	From	To	Reason for leaving

Do you authorise EVES to contact your previous employer(s) to obtain references about you?

Yes No

If no, please indicate why:

Have you ever been disciplined for dishonesty?

Yes No

Have you ever been dismissed from employment, or been the subject of an investigation that resulted in your resignation?

Yes No

If you have answered yes to either of the above questions, please provide details:

F Referees

Please list referees that EVES can contact to discuss you and your ability to perform the role:

Name		Position	
Organisation		Telephone	
Address			

Name		Position	
Organisation		Telephone	
Address			

G Health

Do you have any physical impairments, injury or any condition that EVES might consider would affect your ability to perform this role, or that the role might aggravate (e.g. back injury, OOS, etc)?

Yes No

If yes, please provide brief details:

G Criminal record and credit check

Have you ever been the subject of the police diversion scheme?

Yes No

Have you ever been convicted of an offence in New Zealand or any other country?

Yes No

Are there any charges against you yet to be heard?

Yes No

If you answered yes to any of the above questions, please provide brief details:

If you are shortlisted for the position EVES may decide to check your criminal record and credit status. Do you consent to such a check?

Yes No

Date of birth		Place of birth	
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Under the Criminal Records (Clean Slate) Act 2004, you do not need to declare your New Zealand conviction if all the following apply: (a) It has been 7 or more years since your most recent conviction and you have not re-offended; and custodial (b) You have never had a sentence imposed upon you; and (c) You have paid any fines/costs/compensation/reparation.

Regardless of how long ago you were convicted, you are not eligible to conceal your conviction if:

- You have ever been convicted of a sexual offence; or
- You have ever been disqualified from holding a driver licence for repeat offending involving alcohol/drugs; or
- The conviction was from overseas.

Previous names (e.g. maiden name, aliases)	
Time lived at present residential address (approximately)	

Previous address(es) in last three years	Time there

Do you hold a current driver's licence? Yes No

If answer is yes, please provide your driver's licence number	
Please list the registration plate numbers of all vehicles you currently own	

I authorise EVES Realty Group Ltd to request and obtain all available information concerning my criminal record and credit status:

Print full name		Signature	
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IMPORTANT – PLEASE READ DECLARATION BELOW

I certify that the information I have given in this application and any accompanying CV is true and correct. I declare that I have not withheld any information that could affect EVES' decision to employ me. I understand that if I have given information that is in EVES' opinion materially incorrect, inaccurate or misleading, or if I have left out any important information, I may not be considered for appointment, or if appointed my employment may be terminated.

I declare that my reasons for leaving my former and/or present employment are fully detailed in this application. I have declared to EVES any formal disciplinary action taken against me by such employers. I confirm that no such employer has accused me of dishonesty or breach of the fiduciary duties owed by me to that employer. I accept that my employment agreement with EVES may be immediately terminated in the event of this information being incorrect in any respect.

I acknowledge that the information given by me in connection with this application may be discussed with my referees and previous employers, and I agree to them being contacted. I understand that the information gained from this will be held in confidence and will not be available to me.

Applicant's signature		Date	
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Once your application is completed please attach:

- A covering letter outlining why you are an ideal candidate for a EVES Scholarship.
- A copy of your CV (please do not send originals).

Please email or post your application and attachments to:

Karen Worley, General Manager, EVES Bay of Plenty
 karen.worley@realtygroup.co.nz
 Realty Services Limited, PO Box 13175, Tauranga.

EVES Scholarship Package 2024

Item	Description
Real Estate Salesperson Level 4 Course	Covers Salespersons Certificate Course if required through Ignite College or other education provider.
Scholarship Retainer	<p>The Licensee and the Agent agree to vary the Licensee Contract or introduce supplementary terms and conditions as set out below.</p> <p>In addition, the Agent will pay the Licensee a scholarship retainer of \$45,000pa committing the licensee to 40 hours per week for 12 months and at a reduced commission of 50% for 1 year (unless agreement is reached to come off the salary and move to 100% salesperson share of commission).</p> <p>In the event that the licensee leaves and joins another real estate company within the 12 months training period or within 12 months following completion of such period, they shall be required to repay the Scholarship Retainer immediately. Should the licensee leave for other reasons within the 12 months training period or within the 12 months following such 12 months training period, the company reserves the right to elect whether full or partial, or any repayment of the debt may be required.</p> <p>As for all Realty Group debtors, any late payment or outstanding overdue accounts will attract standard recovery charges and penalty interest.</p> <p>The following are the minimum standards required of the licensed salesperson for continuing eligibility:</p> <ul style="list-style-type: none"> • Complete Faststart 100 day roll out program within 100 days of start date. • Complete Level One and Level Two Accelerator programs within 12 months of start date (or other such programs, as required). • On completion of the Faststart 100 day roll out program, have a business plan for the forthcoming year as developed and agreed with the licensed Branch Manager or Sales Manager. • Meet weekly minimum activities as per "New Salesperson Weekly Basics" completing Business Generators daily. • Provide copies of those Business Generators to their licensed Branch Manager or Sales Manager weekly and to the Group Training & Development Manager on request. • Have a positive participation and attendance at branch meetings, joint meetings and caravans. • Have positive and regular participation in scheduled one-on-one meetings with Group Training & Development Manager and licensed Branch Manager or Sales Manager. • Achieve agreed production and VMI goals. • Attend company provided training sessions. • Maintain a study program to master the craft and the materials provided. <p>CONTINUING ELIGIBILITY</p> <p>It is the licensed salesperson's responsibility to make sure they meet and continue to meet all of the eligibility criteria for the retainer. Failure to adhere to the company requirements as outlined in this document and/or their licensed salesperson's contract could result in the immediate termination of this retainer. The coaching team, licensed Branch Manager or Sales Manager shall provide a report to the General Manager by the 24th day of each month on which the General Manager will determine the continuation or ceasing of this retainer.</p>
Salesperson's License	First Year License

Item	Description
Set Up	<p>EVES Realty will provide:</p> <ul style="list-style-type: none"> • Office Space • For those on Company phone plan full twinning from your land line to your mobile phone is provided • IT set up. Please refer to Salespersons Welcome Pack for details of required software • Name badge • Photography for profile photo • 5 x lock boxes • 1,000 business cards • 20 personalised EVES auction and for sale signs • Open home flag, stands and signage (flagpole is at salespersons cost)
Company Merchandise	<ul style="list-style-type: none"> • EVES Polo Shirt • EVES Cap • EVES Umbrella
Orientation and Induction Programme	<p>Training and Mentoring:</p> <p>Faststart Induction Programme EVES Realty will provide a 100 day Induction and roll out program that will establish the foundation of your business.</p> <p>Accelerator Programme (Level One) EVES Realty will provide a peer group fortnightly training program during the salespersons first year to assist in the salesperson achieving accelerated results through a structured, proven program. Ongoing support and follow up will be provided.</p> <p>Accelerator Programme (Level Two) EVES Realty will provide one day of training per month over an 8 month period during the salespersons two years to assist in the salesperson achieving accelerated results through a structured, proven program. Ongoing support and follow up will be provided.</p> <p>Any internally organised training provided by EVES for the benefit of their salespeople is at EVES Realty's cost for a 12 month period.</p>
Conference, Awards and Rewards	<ul style="list-style-type: none"> • Annual EVES Awards acknowledging individual and team performance – a major event on the calendar. • Annual EVES Conference and all costs associated with this will be covered during the term of the scholarship period. • Annual Realty Services "Achievers Day" – every real estate branch team's overall Top Achiever along with fellow achievers from Property Management, Rothbury taken for "Big Day Out".

Item	Description
Personal Profile Marketing	<p>200 professionally prepared personal profiles will be provided to you for promoting your own brand. Personal profile photography is at your cost and must meet EVES visual standards.</p> <p>A Personal Profile Promotion during the 12 month period will be provided free of charge including the following elements.</p> <p>DIGITAL</p> <ul style="list-style-type: none"> • Google Display Advertising Display and remarketing via Google Ads. \$500 for 4 weeks • Facebook Facebook campaign. \$250 for 4 weeks <p>PRINT</p> <ul style="list-style-type: none"> • DLE 1,000 professionally designed and printed DLE flyers for distribution in your area, outlining your expertise and other information. Can also be used to email to database. <p>RADIO</p> <ul style="list-style-type: none"> • Mediaworks Profiling Campaign You will receive 25 x 30 second commercials on a recommended station/s. These will be played within 4 weeks on a week on / week off rotation order to gain greater frequency. • NZME Profiling Campaign You will receive 25 x 30 second commercials on a recommended station/s. These will be played within 4 weeks on a week on / week off rotation order to gain greater frequency.
Agent Website	<p>A website will be created for you fitting in with the EVES visual standards at EVES Realty's cost.</p>
Other Support	<p>Client Contact System A managed communication tool for regular, informed contact with salespersons database will be provided for a 12 month period at the Company's cost. After that period it becomes the salespersons cost however ongoing support for the database and the communication system will be provided.</p> <p>Marketing Department The Groups Marketing Manager will be available for a 1 hour consultation to offer direction on self-promotion, social media etc.</p> <p>IT Department IT Trainer will be available to teach you the company systems such as intranet, booking of advertising, listing system, Property Guru to name a few.</p> <p>Training and Development Access to Group Training and Development Manager on an advisory basis. The opportunity to be selected for the Development Group and graduate to High Performance Group.</p> <p>P.A. Support When the agreed criteria is met EVES Realty will assist with funding to support a Personal Assistant to help grow business.</p>