

MANAGEMENT TRAINEE PROGRAMME

2022





Best Home 2021
Mosaics, Oxford

OUR VISION THE HILL WAY

To be the **UK's**
leading, most trusted
housebuilder, creating
exceptional homes
and sustainable
communities.



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EARN WHILE YOU LEARN

Are you ready to get your foot on the ladder to a rewarding career, gaining qualifications as well as skills, and earning while you learn?

Hill's Management Trainee Programme creates exceptional professionals in the housebuilding industry and enables you to be paid a competitive salary whilst working towards a BSc (Hons) degree.

During term-time you will typically work for four days a week and attend university on the fifth day. As well as a fully funded degree, you will gain on-the-job experience which is invaluable. Best of all you will have a guaranteed job when you graduate.

You will enrol on to an accredited degree course, work alongside experienced and knowledgeable employees and will be assigned a mentor to guide and assist your career progression. In your first year

you will experience practical training in a wide variety of our departments, so that you understand all the elements of the development and build process.

Your performance will be monitored and rewarded with annual pay rises. Benefits such as a company car and fuel card are also awarded as individuals progress and gain more experience.

We offer great support, excellent training and early responsibility, giving you the foundations to be a future leader in our company.



The Management Trainee Programme is a blended programme which will result in a university degree, as well as on-the-job training.





WHERE WE WORK



We work in four operational regions across London and the south east of England, with four offices located in:



ABOUT HILL

Hill is an award-winning housebuilder in London and the south east of England. We are a leading developer, delivering both private sale and affordable homes.

As a family owned and operated company, we have grown to establish ourselves as the UK's third largest privately owned housebuilder. Hill's impressive portfolio ranges from landmark mixed-use regeneration schemes and inner-city apartments to homes in rural communities.

We have over 720 staff, operating from four strategically located offices across the south east, with our head office based in Waltham Abbey.

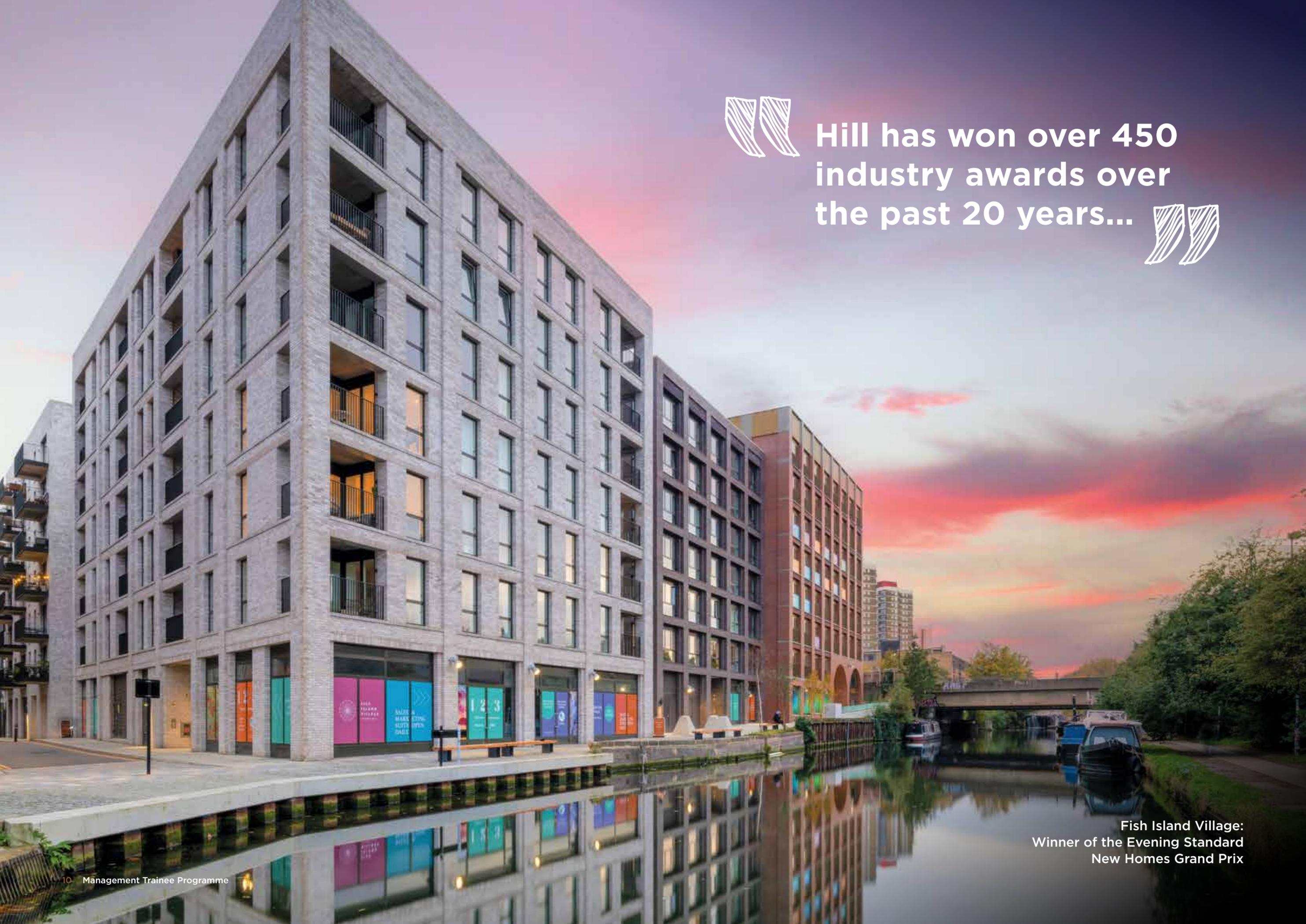
Hill has won over 450 industry awards over the past 20 years, including Housebuilder Award win - Best Medium Housebuilder 2021. We are continually adapting our business models to be a leader in our industry, developing new investment opportunities, partnerships and deal structures, and investing in our leading management trainee programme.



Watch our Management Trainee video



Hill has won over 450 industry awards over the past 20 years...



Fish Island Village:
Winner of the Evening Standard
New Homes Grand Prix

OUR ACHIEVEMENTS

There is no greater reward for us than knowing we have delivered to the best of our ability and delighted our purchasers and partners. But it is also a source of pleasure for all our staff when our combined or individual efforts and achievements are recognised through awards. A sample of some recent awards include:



Whathouse? Awards

- Overall Housebuilder of the Year 2020
- Best Medium Housebuilder 2021 - Silver
- Best House 2021 - Gold
- Best Sustainable Development 2021 - Silver



Housebuilder Awards

Best Medium Housebuilder 2020 & 2021



Inside Housing Awards 2021

Best Development Team (South)



Evening Standard Awards 2021

- Best Family Home
- Best out of London Home
- We also won the most prestigious accolade in 2020 - The Grand Prix award



Housing Design Awards 2021

Building with Nature



1. Athena, Cambridge 2. Fish Island Village, Hackney Wick 3. Marleigh, Cambridge 4. Keepers Green, Chichester

WHY A CAREER IN HOUSEBUILDING?

Housebuilding is one of the UK's most successful industries and is integral to the UK economy. So much so that in 2020, whilst the rest of the country was in lockdown, the Government kept housebuilding open. It is a flourishing industry due to the evergreen demand for quality new homes, providing lucrative career paths for those starting out on their post-school journey.



Deciding on a career in housebuilding is to choose to work in a creative, rewarding industry where you achieve something real and tangible. Where job satisfaction comes from seeing the fruits of your labour rising from the ground before your eyes.



You'll be working in a complex environment that encourages you to think, work as part of a team and you will be helping to meet the UK's housing needs.

 <p>A vital industry for the UK</p>	 <p>A variety of roles to suit different skill sets and career paths</p>	 <p>Great training opportunities</p>
 <p>Opportunity for career progression</p>	 <p>Excellent earning potential</p>	 <p>Rewarding work creating a lasting legacy</p>

WHY JOIN HILL?

At Hill you will receive first class training and gain a qualification that will set you up for life. We offer a wide variety of roles and the chance to work on and influence industry-leading projects, with a great support network.

Our imagination and commitment to provide homes appropriate to each location makes for a winning formula. We build over 2,400 homes a year, have a diverse pipeline of more than 14,000 homes and have development funding committed through to the end of 2022.

We believe that our strong balance sheet and cash position, continued support from banks, and ongoing commitment and dedication from our staff and supply chain mean that Hill is well positioned to continue to deliver on our vision during these ongoing uncertain times.

Since we launched the Management Trainee Programme in 2003 we have welcomed over 250 trainees to the business. More than 25% of Hill employees are either trainees or graduates of the programme, with many having progressed to senior management roles!

Hill invests heavily in the Management Trainee Programme because we fully appreciate how important these early years are and we truly believe that our trainees are the future of this company.



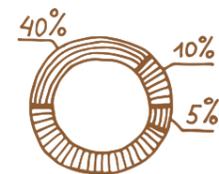
(Hill's) Staff training and employee engagement remain among the best in the industry.



WhatHouse? Awards Judges



CAREER OPPORTUNITIES



Site Manager

The Site Manager's role is to deliver and manage an allocated project on time, to budget and safely. They ensure all trades follow and build the design specification. Site Managers control the build process on site and they ensure all materials are ordered, planned and delivered when needed. Similarly they monitor subcontractor progress and quality to keep in line with the agreed programme and standards.



Development Surveyor

A Development Surveyor's main responsibility is to manage the purchase and development process for land opportunities that may be considered by Hill. They will populate financial appraisals to analyse the feasibility of a development. They will work with the Architectural Technician to prepare planning applications for developments as well as bid submissions for land purchases.



Contract Surveyor

Contract Surveyors are responsible for the cash management of each development, managing and analysing subcontractor packages with the aim to make a profit. They contain, control and accurately report past costs and future financial projections. The surveyor has an active relationship with the client and each subcontract trade. They must also have a firm understanding of the money coming in and going out for each project.



Technical Coordinator

A Technical Coordinator is responsible for the delivery of a complete design package from which a project is constructed. They have to coordinate and review designs from the architect and engineer to ensure that accuracy, buildability, current regulations and specific requirements have been incorporated. They ensure that all statutory authorities are undertaken and liaise with the Local Authorities to discharge planning conditions.



Architectural Technician

The Architectural Technician will prepare feasibility plans and design developments for Hill. They will work alongside the Development Surveyor to design projects in line with expectations and programmes. They are involved in drawing up planning applications and standard building details. They liaise with the Local Authorities throughout the planning and design process.



CURRENT VACANCIES FOR 2022

We are recruiting the following positions for September 2022



Trainee Site Managers

All regions



Trainee Contract Surveyors

All regions



Trainee Development Surveyors

Waltham Abbey / Cambridge



Trainee Technical Coordinators

All regions

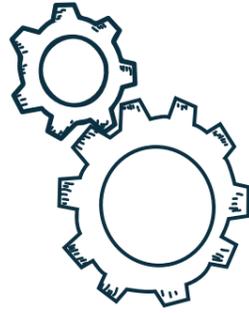


Trainee Architectural Technician

Cambridge



OUR TRAINEES



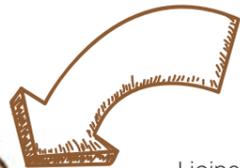
Silvie
Assistant Site Manager

I studied brickwork level 1 and 2 in college followed by studying level 3 BTEC construction in the built environment for 2 years after. Coming to an end of the course I was suggested to commence looking for a trainee or apprentice programme within construction as this was the best direction to take as I didn't want to go to university. This trainee programme allows me to build up a network, start my career whilst gaining the relevant qualification in aspiring to become a site manager or more one day. No day is the same and you learn to overcome different day-to-day challenges. Being different is great and going out of your comfort zone can be a challenge but it also comes with lots of benefits.



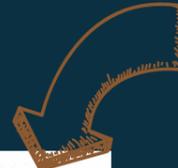
Laurence
Assistant Development Surveyor

Before joining Hill, I achieved three A-levels in Geography, Geology and Government and Politics. After completing some relevant experience in the field, I joined the Development Team at Hill in 2018. Since then, I have thoroughly enjoyed every learning step and opportunity I have been given. Working with Hill has allowed me to work with leading consultants in the UK; managing sites through the design and development process to gain planning approval. The development role offers a real sense of achievement because it has provided a platform to develop professionally with a team who support and teach me.



Tilly
Trainee Technical Coordinator

I joined Hill straight from Sixth Form where I studied the International Baccalaureate. I had worked in an Architects practice in London in addition to completing work experience in a Construction Company prior to joining Hill. Being part of the management trainee programme has allowed me to gain invaluable on-the-job experience of the technical role that I wouldn't otherwise get as a full-time student. I am in contact with consultants, sub-contractors and other professionals on a day-to-day basis which aids my learning and understanding of my chosen field. I am truly grateful for the opportunity to achieve a university qualification whilst progressing my career with the support of such a successful company.



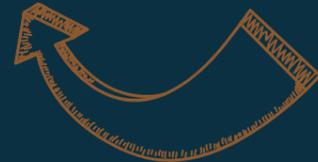
Amy
Trainee Estimator

I joined Hill straight from sixth form where I completed A-Levels in Business, English Literature and Performing Arts, so the industry and professional working life was completely new to me. The role of a Trainee Estimator has allowed me to develop a well-rounded knowledge and understanding, where I have been supported by dedicated members of staff who invest so much into the Trainee Management Programme. As someone who had no experience in construction, this programme has been massively beneficial and I have already learnt huge amounts and gained so much experience, not only from my university course but from the Rotation Scheme that gives us an insight into the business as a whole. I feel very grateful to be part of such a successful company surrounded by friendly and welcoming people who want to help me learn and grow.



Khalid
Assistant Contract Surveyor

As an Assistant Contract Surveyor my role consists of managing subcontractor packages as well as managing the contractual side of the construction project. What I enjoy about my role is using the knowledge that I have gained at university and applying it to working on site. The trainee programme is an excellent opportunity to obtain a qualification through university and also gaining valuable experience at the same time.





CAREER DEVELOPMENT

Career development is critical to everyone’s personal success as well as that of the company. You’ll have support at every step to help you reach your goals and get the most out of our Management Trainee Programme.

Development

Hill gives you the resources and support to grow your career, take responsibility, be autonomous, accumulate experience and show what you can do.

You will interact with others, across all levels, benefiting from their advice and knowledge. Mentoring and coaching help you achieve your goals every step of the way.

We give you the opportunity to acquire new knowledge and enhance your skills in a safe environment.

Benefits

- Company car and mobile phone after 30 months, subject to performance
- 26 annual days’ holiday
- Mentoring support
- Laptop for business/university use
- Travel expenses to/from university and other business use
- Subsidised events organised by our Social Committee
- Personal pension plan
- Life assurance
- Contributory private healthcare, following probation



Trainee Development Day

Our award-winning annual Trainee Development Day brings all trainees together in memorable and skill-enhancing team building events. Teamwork is essential in our jobs - without it we would not be able to deliver the high quality projects upon which Hill has built its reputation.

The development days are always good fun and past activities have included an obstacle mud run, Dragon’s Den, the Crystal Maze and white water rafting.



Trainee of the Year Awards

Every year we hold an awards dinner at which we reward and celebrate the success of our trainees. Six awards are presented by our Group Chief Executive Andy Hill, including the top prize of ‘Trainee of the Year’ which is considered an exceptional achievement.

The awards dinner is held in the evening following Trainee Development Day and is hosted by the Hill Directors.



I have grown in confidence and embraced every opportunity given to me.



Rebecca Law, Trainee of the Year 2021

Rebecca Law

Assistant Technical Coordinator
Rebecca was Trainee of the Year in 2021



“Joining Team Hill three years ago was the first step in my incredible journey to becoming an Assistant Technical Coordinator within our Eastern Residential region. Throughout my time with Hill, I have grown in confidence and embraced every opportunity given to me, including being technical lead on two of our Foundation200 projects. Winning these awards is humbling, and an accolade I’ll keep with me for the rest of my career, it is certainly credit to the excellent support network around me and I’d recommend the Management Trainee Programme to anyone.”

INSPIRING CAREERS



Tom
Regional Director

The Trainee Management Programme at Hill is very unique in the way it enables you, as a new fresh employee in the industry to get a basic knowledge and understanding of all the disciplines across the business, from customer service (based at our head office in Waltham Abbey) through to production (being on the front line delivering homes for our range of clients and customers). To have this experience so early into your career allows you to understand how these key disciplines all link together and everyone works as one team: "Team Hill".

For me personally, this basic grounding at the beginning of my career and working with several different managers across several different projects, enabled me to pick out each of their key strengths and become my own role model to achieve my own goals and ambitions throughout my career. I continue to learn and develop day on day and very much see my colleagues and team as my key strength to achieve the best outcome and overcome challenging issues together as a team. The Trainee Management Programme not only exposes you to all areas of the business and the construction industry, it teaches you key principles and understandings to not only develop your career but also develop yourself to achieve your own goals and ambitions throughout your professional career within the industry.



Harvey
Deputy Regional Director

Graduated 2012 Upper Second Class Honours

During my time at Hill, my proudest achievements include completing my degree and achieving a 2:1, being accepted into Hill's High Flyer Programme, and of course being promoted to Deputy Regional Director for the Southern Region. The Management Trainee Programme is an amazing opportunity to get into a really well paid and fun industry. Not only do you get a degree from a well respected university, you also get to work for one of the brightest and most dynamic companies in construction, where the sky is the limit for your career. I would recommend the course to anyone coming out of sixth form looking for their next step in life.



Mike
Deputy Regional Director

Graduated 2009 Upper Second Class Honours

I am Commercial Manager for our London Region, overseeing all commercial aspects within my regions' surveying teams. My responsibility comprises of working with the surveyors to ensure all procedures and practices are completed accurately and in a timely manner, assisting in areas of concern.

By establishing my career through the trainee programme, I have obtained a wealth of experience and knowledge in Hill's processes and expectations which, even today, assists me in developing my expertise.



Luke
Head of Estimating

Graduated 2014 First Class Honours

As a Senior Development Estimator I am responsible for producing costings for developments at an early stage to assess their viability as a profitable scheme for the company. The trainee programme has given me academic skills through my degree, however arguably more importantly I have learnt the real life practical side of estimating from day one. I feel this has aided my career massively, putting me ahead of candidates who may have studied the same degree on a full-time basis.



Darren
Technical Manager

Graduated 2009 Second Class Honours

As Technical Manager, I am responsible for the control of the Technical Department within my region, ensuring all design elements of our projects are produced on time to allow construction to begin. In addition to managing my team, I work with external consultants, subcontractors and statutory authorities whilst also developing client relationships. The experience I gained in construction knowledge and in understanding what it means to work for Hill, has really helped me to progress into this management role within the company.



Hill Group
Headquarters,
Gunpowder Mill



CELEBRATING PEOPLE MAKING A DIFFERENCE

The housebuilding industry has traditionally been male dominated and many women at Hill tell us they did not initially aspire to work in construction. A number of key initiatives are being supported by the Hill Main Board to encourage diversity in our workforce. Current projects include staff welfare, diversity and customer focus actions. Working groups are made up of women and men which promotes an inclusive approach.

As an employer of choice across the industry, we not only want to attract the best talent. We also want to ensure that our workforce is welcoming and inclusive.

Diversity can be defined as a measure of difference in identity; things like gender, ethnicity, age, sexual orientation, ability, or religion. Inclusion is about making sure that people feel valued, respected, listened to and that they have a voice. It's about recognising and valuing the differences we each bring to the workplace and creating an environment where everyone has equal access to opportunities and resources and can contribute to Hill's success.

What we achieved so far:

- Created a diversity and inclusion policy to ensure Hill's standards, ethics and beliefs are upheld
- Implemented mandatory diversity training to foster a welcoming workplace across offices and sites
- Implemented an anonymous reporting process solely for issues concerning diversity and inclusion, so anyone can feel safe making a report
- We are now a stage 1 Disability Confident employer

We are proud to be a platinum member of Women Into Construction which actively promotes and provides opportunities for women to enter and be successful in our industry.

Since the launch of the Cambridgeshire division in 2019, the programme has seen 37 women register, and has organised for a number of work placements across our construction sites. The work placements consist of either 2-6 weeks full time or 4-13 weeks part time, working two days per week, with expenses including fares, childcare and PPE paid for.



INTRODUCING FOUNDATION 200

In 2019, Hill turned 20 years old. Our Chief Executive, Andy Hill wanted to celebrate the company's 20th anniversary by giving something back. Something that would truly change people's lives for the better. The homelessness crisis in this country can no longer be ignored, and as housebuilders, it is a problem close to our hearts. Andy chose to pledge over £15 million to deliver 200 modular homes for homelessness charities over five years – Foundation 200 was born.

Through Foundation 200, we work with Local Authorities, Housing Associations, charities and other suppliers to install the homes on unused parcels of land, where up to eight of the MMC homes can be situated. Designed with the help of leading homelessness charities and stakeholder groups, they have a safe, considered layout, abundant natural light, and good storage.

The modular homes are delivered to site on the back of a lorry and are fully kitted out with everything their occupants need, from furniture and bedding, to knives and forks. Each Foundation 200 site is partnered with a local homeless charity who provide ongoing support to the residents of the homes.

The Coronavirus pandemic brought the scale of homelessness into sharp focus in the summer of 2020, with many of the country's homeless moved into temporary accommodation during the national lockdown.

After the lockdown, Local Authorities faced a moral dilemma and the 200 gifted homes were quickly claimed. We were then overwhelmed with demand from councils wanting to buy more modular homes to provide a lasting solution. Yet, such was the scale of the problem, enquiries for the homes continued to arrive from all over the country.

It became clear that we needed to provide thousands more homes to even scratch the surface of the homelessness crisis and Hill reacted accordingly. Operations were upscaled by setting up a second production facility and a plan was hatched to manufacture the homes in volume so local authorities could order in the larger quantities they required.



28 Management Trainee Programme



CGI of Hill's Solohaus prototype



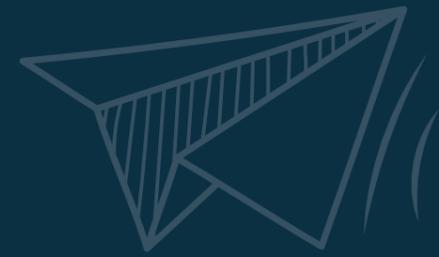
BECOME A HILL MANAGEMENT TRAINEE

Whether you are interested in becoming a Contract Surveyor, Architectural Technician, Site Manager, Development Surveyor or a Technical Coordinator, our Management Trainee Programme provides you the opportunity to fulfil your potential.

For more information on our Management Trainee Programme or to apply, send your CV and cover letter to trainees@hill.co.uk



Discover more about our Management Trainee Programme



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