

# MANAGEMENT TRAINEE PROGRAMME



# EARN WHILE YOU LEARN



## AND TAKE YOUR FIRST STEP TOWARDS A REWARDING CAREER

Interested in receiving a competitive salary while studying for your degree in a dynamic and fast paced industry? That's exactly what's on offer with Hill's Degree Level Trainee Programme.

We're looking for ambitious individuals who want to be part of our forward-thinking, family-run housebuilding company. In return for your talent and enthusiasm, we will pay for you to complete a BSc (Hons) degree over five years, while gaining valuable hands-on experience working within our inclusive and experienced teams.

You will work across several departments as you experience the wide variety of roles available such as contract surveyor, site manager or architectural technician. Once you've successfully completed the programme, a rewarding career awaits with a guaranteed role on qualification.

# WHAT'S IN IT FOR YOU?

Achieve an accredited degree while working		Laptop for business and university use		YOU'LL ALSO BE THE ENVY OF YOUR FULL-TIME STUDENT FRIENDS WITH THE FOLLOWING PERKS:		
Competitive salary		Life assurance		Personal pension plan		Subsidised social events
Travel expenses paid to/from university		No student debt		26 days' holiday a year		Private healthcare and medicash scheme
A guaranteed job at the end of the training programme		Company car and mobile phone and laptop*				



To apply for our Degree Level Trainee Programme, please send your CV and covering letter to [learn@hill.co.uk](mailto:learn@hill.co.uk)

\*Subject to performance

# WHY CHOOSE A CAREER IN CONSTRUCTION?

Housebuilding is one of the UK's most successful industries and remains a vital and integral part of our economy. The consistent demand for quality new homes creates an industry offering a secure and often lucrative career path.

In addition, the construction industry encompasses a wide variety of roles suited to different skill sets, interests and personalities, so there really is something for everyone.



A vital UK industry	Variety of roles to suit different skill sets	Rewarding work creating a lasting legacy
Opportunity for career progression	Excellent earning potential	Building a brighter future with a sustainable approach

# THE BENEFITS OF WORKING WITH HILL

As well as our first-class training, we offer a wide variety of roles and the chance to work on and influence industry-leading projects, with a great support network.

Our innovation and commitment to provide homes appropriate to each location makes for a winning formula. We build over 2,400 homes a year, and have a diverse pipeline of more than 14,000 homes. Our **strong finances** puts us in a fantastic position to continue building on our success, and deliver our vision to be the **UK's leading, most trusted housebuilder, creating exceptional homes and sustainable communities.**

Since we launched the Degree Level Trainee Programme in 2003, we have welcomed over 250 trainees to the business.

More than 25% of our employees are either trainees or graduates of the programme, with many having progressed to senior management roles.

We invest heavily in the Degree Level 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. As a family-run business, we are passionate about creating opportunities, nurturing talent and helping our people reach their full potential.



## LAYING THE FOUNDATION FOR YOUR FUTURE

Once you've been accepted onto our Degree Level Trainee Programme, you'll enjoy a challenging new career as you learn with one of the UK's leading housebuilders.

During term time, you'll typically work four days a week within The Hill Group, with the fifth day dedicated to university. A personal mentor from within the business will guide you throughout your journey as you spend time in our departments, gaining a broad understanding of our business practices and processes.

At the end of the five-year trainee scheme, you'll emerge with a degree, a thorough understanding of our business, a guaranteed job and no student debt. The next step will be for you to settle into your permanent role and embrace all the opportunities ahead of you as you progress your career in construction.



## A DAY IN THE LIFE OF A HILL TRAINEE



Lucy Wallace is a trainee site manager who joined the Degree Level Trainee Programme in 2020. Here she shares what a day in her life looks like:

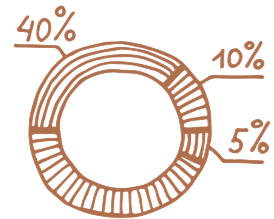
My day starts with an induction for new operatives and running through the morning briefings on site. These activities are hugely important to ensure the operatives understand our safety standards and the anticipated high-risk activities on site for the day.

I then head out onto site with my senior managers to overview the practical work taking place. One specific task we conducted was inspecting steel reinforcement for a concrete slab pour. Before each pour, the site manager and engineer have to complete a QA form, which enables us to manage and document the quality of the work being produced. Being able to read drawings and inspect the quality of work is a big part of a site manager's job. I've found that everyone at Hill is incredibly supportive and takes the time to thoroughly explain different elements with trainees.

In the afternoon I participate in a 'Women into Construction' virtual engagement event. I'm lucky that I had a support network around me to offer me opportunities within the industry from a young age, which is how I knew this was the career for me - not everybody is so lucky. I think it's important for me to promote the industry where I can so other women know what options are available.

Towards the end of the day, I sit down with my project manager to run through some university work that I want to improve. Being able to talk through the theory we are taught at university and deal with it in a practical environment is hugely beneficial, and greatly improves my understanding.

# 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.



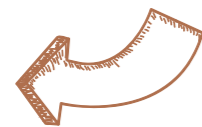
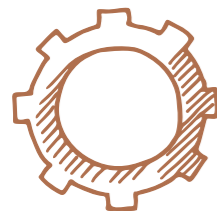
## Technical Coordinator

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.



Scan here for current vacancies and applications



# CURRENT VACANCIES

Our next Management Trainee intake will be September 2024, for which we invite applications for the following positions:



## 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

Applicants will require either three A Levels at grade C or above, or a BTEC Extended Diploma in Construction or Engineering at grades MMM or above. Ideally, these to have been achieved within two years of the September 2024 start date (including current Year 13 students).

Please send your CV and a covering letter to [learn@hill.co.uk](mailto:learn@hill.co.uk) detailing the role for which you would like to be considered, your predicted/achieved grades, home address and if you currently hold a full UK drivers license.

# BUILDING A FLOURISHING CAREER

At Hill, we believe in providing our trainees and employees with the experience they need to develop fully into their role. We want to challenge our people and support them through every step of their career with us, ensuring they have all the tools they need to succeed.



## “THE SKY IS THE LIMIT FOR YOUR CAREER!”

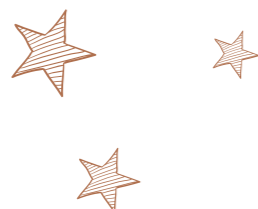


2012 graduate Harvey shares his story of progressing from trainee to his current role as Deputy Regional Director.



**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.

# A BIT MORE ABOUT US

Hill is an award-winning housebuilder and one of the leading developers in London, the home counties, and the south, delivering both private for 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. Our impressive portfolio ranges from landmark, mixed-use regeneration schemes to inner city apartments and rural homes.

Employing more than 750 staff, we operate from five strategically located regional offices, with our head office based in Waltham Abbey, Essex.

Hill has won more than 480 industry awards over the past 24 years. We are continually adapting our business models to be a leader in our industry, adopting innovative practices in relation to sustainable building techniques. We are also committed to developing new investment opportunities and partnerships, as well as investing in our leading Degree Level Trainee Programme.



## A DIVERSE WORKFORCE

As part of attracting the very best talent into our industry, we believe in creating a welcoming and inclusive workforce in all areas of our business. These are the key initiatives we have implemented to date in our mission to become a fully inclusive employer:

- A diversity and inclusion policy to ensure Hill's ethics and beliefs are upheld
- Mandatory diversity training to foster a welcoming workplace culture
- Implementation of an anonymous reporting process specifically for issues concerning diversity and inclusion
- Active membership of Women into Construction, an organisation promoting gender equality in the construction industry
- Recognition as a Stage 1 Disability Confident employer



# OUR SUCCESSES



We have a strong track record when it comes to winning top industry awards for the places we create, and we're delighted that the same is true of our trainees. Recent awards and recognition for members of our Degree Level Trainee Programme include:



**Lucy-Ann Wallace**  
Shortlisted for 'Trainee of the Year' at the National Federation of Builders Construction Awards of Excellence 2023



**Sachin Gor**  
Multiple winner of the annual 'Outstanding Student in Construction Management' at the University of Westminster, including 2021-22 academic year



**Lauren Goodhew**  
Winner of 'Rising Star Award for the East Region' at the Women into Construction Awards 2022

We are proud to have clocked up more than 480 awards over the past 24 years, many of which are the industry's most prestigious.



# GIVING BACK

As well as a rewarding career, joining Hill will also give you the opportunity to give back and make a difference. We take our commitments to the communities we work in very seriously and are hugely proud of our charitable initiatives.

These include Foundation 200, our £15 million pledge to deliver 200 modular homes to charities and local authorities working with homeless people, set up by our chief executive Andy Hill to mark Hill's 20th anniversary.

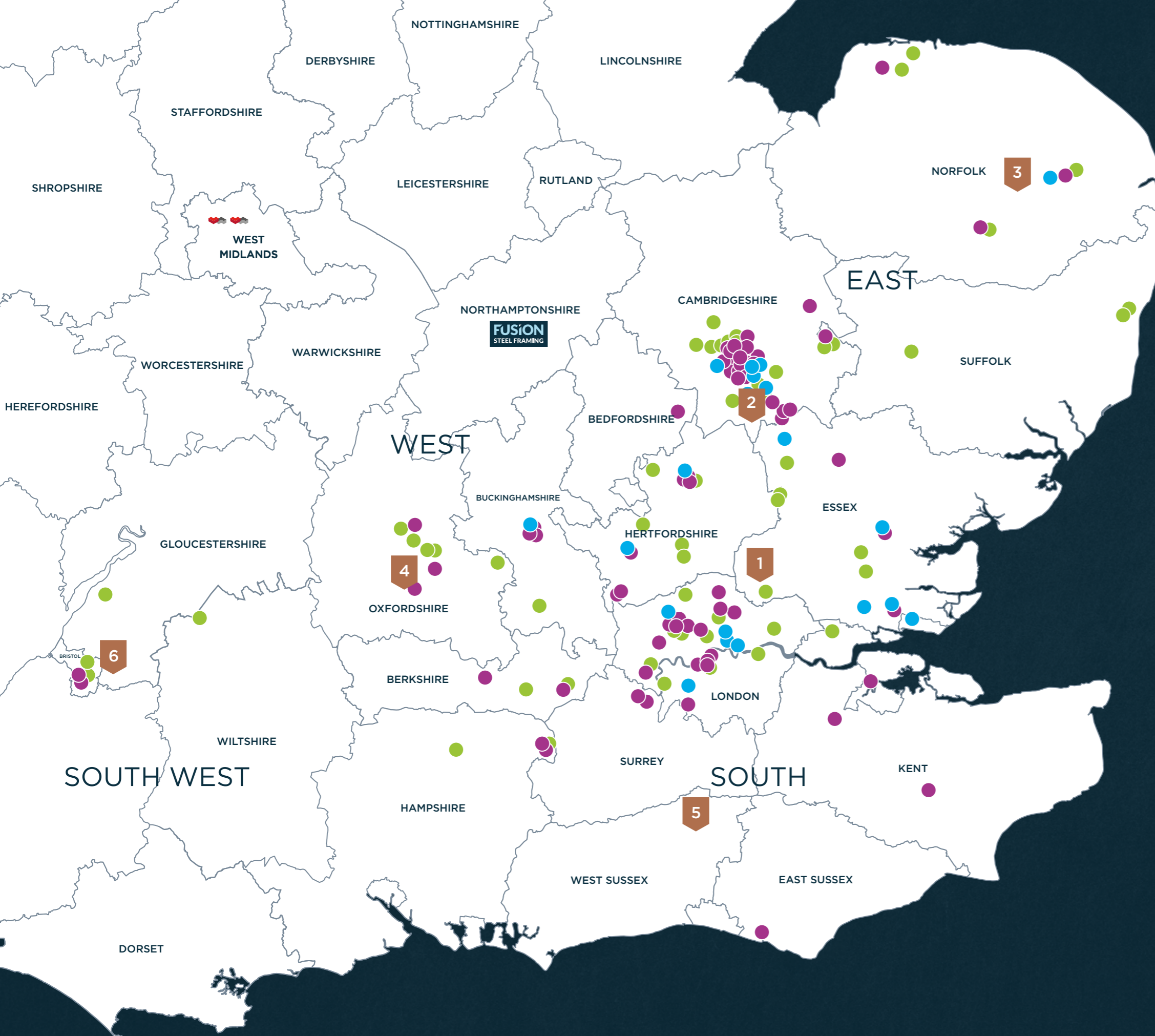
Due to continued demand for our 'SoloHaus' homes, The Foundation 200 initiative is ongoing as we continue to work with local authorities and charities as they attempt to tackle the homeless crisis.

Scan the QR code to find out more about Foundation 200



Each of the gifted homes provides a safe, comfortable dwelling which represents an opportunity for someone to rebuild their life and start afresh. Each property comes fully furnished, including everything a homeless person might need, from bedding to cutlery to clothes.





# WHERE WE OPERATE

We work across London and the South East, from our head office and five further strategically placed regional offices. Our trainees work from the most appropriate office, with a high proportion spending much of their time on site.

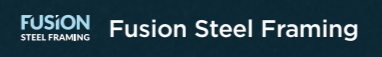
We carry out a diverse range of developments across our regions, from joint venture projects and private sale developments to affordable new homes for housing associations and local authority clients.

## Hill Offices

- 1 Head Office**  
The Power House, Gunpowder Mill, Powdermill Lane, Waltham Abbey Essex EN9 1BN
- 2 Eastern and CIP**  
The Courtyard, Abbey Barns, Duxford Road, Ickleton, Cambridgeshire CB10 1SX
- 3 Eastern - Norwich, Norfolk**  
Suite 45, 37 St Andrews Street, Norwich, Norfolk NR2 4TP
- 4 Western - Abingdon, Oxfordshire**  
Suite A, Windrush Court, Abingdon, Oxfordshire OX14 1SY
- 5 Southern - Crawley, West Sussex**  
Westfield House, Bonnetts Lane, Crawley West Sussex, RH11 0NY
- 6 South West - Bristol**  
Origin, 40 Berkeley Square, Bristol, BS8 1HP

## PROJECTS

- Projects completed in 2022
- Projects under development
- Future projects
- ♥ Volumetric MMC factories





[hill.co.uk](http://hill.co.uk)

