

EXTRA- ORDINARY

THINGS
HAPPEN
HERE



WE ARE HILL

Our success is built on the quality of our people, from our strategic land team to our sales and marketing professionals. There's a huge variety of careers at Hill, and we are always keen to hear from talented, enthusiastic and passionate individuals who want to make their next move – or even their first.

At Hill, we are driven by a passion to create wonderful places for people to live in. This passion underlines everything we do. We've built everything from characterful village centres to city apartments; from grand houses to entire new communities

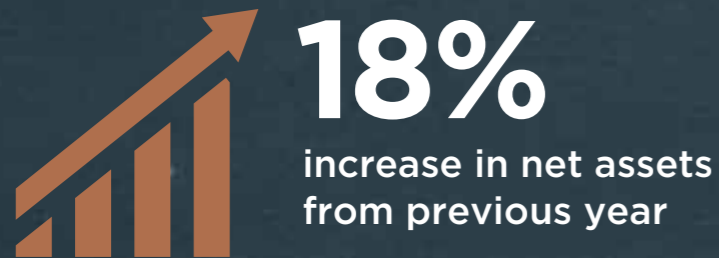
In just 25 years we've become one of the leading players in the UK property market, achieving the prestigious WhatHouse? Housebuilder of the Year award in 2015, 2020, and most recently in 2023 when we also won the Best Large Housebuilder accolade in our first year entering the category.

Our properties are renowned for their superb quality and customer service, with feedback from our customers resulting in the coveted 5-star status in the Home Builders Federation's annual Customer Satisfaction Survey for the past seven years.



Photograph of Ninewells in Cambridge





Hill IN NUMBERS



OUR VISION AND VALUES

Our vision is to be the UK's leading, most trusted housebuilder, creating exceptional homes and sustainable communities.

We're all working towards this vision, and we hope you're excited by the opportunities it presents.

Our values are:



EPICS

To help reinforce our values throughout the company, we host The EPICS awards twice a year. These awards reward employees who display specific behaviours that align with our values. The awards are announced at our staff meetings, and the five winners each receive £1,500.

WE ARE FAMILY

We are a family run business, which makes us distinctive in several ways: our commitment to nurturing and encouraging talent; our positive approach to building partnerships of trust and transparency; and our desire to deliver exceptional quality in everything we do.

Family values run deeply through our business. At the heart of these values is the emphasis we place upon our people and the teams we create together.

HOW WE WORK

Partnership Working

We encourage partnership working and use the skills from each partner to create high quality homes for the communities they serve.

Joint Ventures

Our long-standing relationships with housing associations, local authorities and private landowners have led to numerous successful, award-winning joint venture partnerships, providing a variety of mixed-tenure developments across our areas of operation.

Regeneration

We take a community-led approach to regeneration. Our teams engage with all stakeholders from the outset to ensure the developments we create in existing neighbourhoods benefit the local community and add value to residents.

Development

Our development approach is encouraged by building off our own land-bank, including brownfield and greenfield sites, master planning and developing in order to create more vibrant communities across our areas of operation.

Build Types

We undertake a wide range of projects using different techniques, from reinforced concrete frame apartment buildings to traditional build and timber-framed houses.

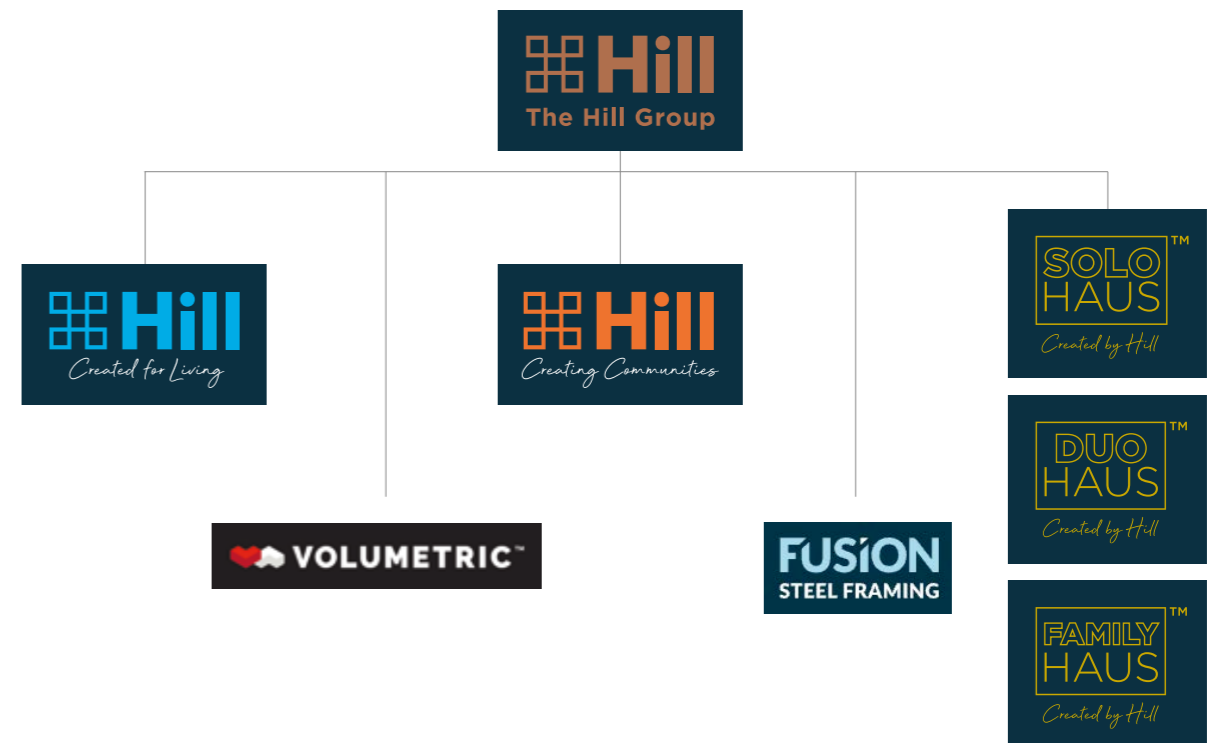
Fusion Steel Framing Factory

Our 80,000 sq ft advanced manufacturing facility focuses on designing, manufacturing and installing structural light steel framing technology. It plays a key role in supporting our aim to make housebuilding more efficient and sustainable.

Volumetric MMC Factories

These bespoke modular factories are where Hill's innovative SoloHaus homes are built, while other prototypes are being developed to bring creative new solutions to housebuilding.

OUR BRANDS



SO, WHY JOIN #TEAMHILL?

There are plenty of good reasons to join us:

- ✔ An expanding business with lots of possibilities
- ✔ Opportunities at all levels, from trainees to senior management
- ✔ Competitive salaries
- ✔ Range of rewarding benefits
- ✔ Excellent learning and development opportunities
- ✔ An award-winning company that has received huge recognition within the industry
- ✔ Positive and supportive culture that encourages you to fulfil your potential



“

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

WhatHouse? Awards Judges

”

Keeping it social

The Hill Social Committee is run by Hill staff for Hill staff, and organises events for everyone to take part in, so we can have fun and get to know each other better. Previous events have included Frightnight, Oktoberfest, company sports day, white water rafting, team golf days and a family Easter egg hunt.



Incentive scheme

The Hill Incentive scheme gives all staff, plus their families, access to fantastic savings at almost a thousand different retailers. These range from gym memberships and days out to Sky TV subscriptions and clothing.

Volunteering days

In addition to annual leave, all staff are given one day or two half days to take part in volunteering activities each year, helping you to help your local community.

Working at Hill gives you the **opportunity** to make a difference and **inspire** change. It is an ethos that sets us apart from our competitors, and contributes to the **sense of purpose** we share as a company.



Contributing towards the communities we work and live in is an important part of life at Hill. For example, we designed and are donating 200 fully equipped modular SoloHaus homes to homelessness charities as part of a £15 million pledge through our Foundation 200 initiative.

OPPORTUNITIES AT EVERY STEP

An inclusive approach

We're hugely proud of the fact that we are a platinum member of Women into Construction. This not-for-profit organisation provides bespoke support for women looking to work in the construction industry. Our award-winning partnership with them has delivered one-to-one advice and guidance, training and work placements, specifically aimed at encouraging more women into construction.

We are also a Disability Confident Employer, which means we've reached Level 2 of this Government scheme. This recognises the fact that we are making extra efforts to ensure that disabled people get a fair chance at achieving employment opportunities with us through recruitment, training, development and other activities.



Whatever stage of your career you've reached, you'll find fantastic opportunities at Hill. We provide expert training and development across all our disciplines, so that you can continue to learn and grow as a professional.

At Hill, we're really proud of the opportunities we create for our staff to learn more and boost their skills. We understand how important professional development is, helping to keep you motivated, engaged and at the top of your game. We also give you the opportunity to grow through our community commitment, charity initiatives and Social Value.

Making a difference through Social Value

Community is central to every project we deliver, so we do all we can to ensure we make a positive contribution to the people living and working at our developments.

We aim to ensure the impact of this work is felt for generations to come through social, economic and environmental programmes designed to improve the prosperity and wellbeing of an area. This includes providing apprenticeships and training schemes to facilitate education and local job opportunities, and supporting charities and social enterprises to help tackle a number of issues faced by some of the most vulnerable and marginalised in our society.

We have a dedicated Social Value team which measures and reports on the social value we add, helping us to plan and set targets for the future. In 2021 alone, we created £170 million of added social value.



£239,000
donated to charitable causes in 2022



Through focusing our efforts on communities and charities, we created **£359 million** of added social value in 2022.



Average **24%** local labour (across all projects)

THE HILL WAY OF WORKING

Trust and collaboration are key components of our culture at Hill. Much of our success is built on strong partnerships with our clients – working in an open and transparent way to secure long and lasting relationships.

We also value initiative, and are always excited to hear about new ideas or ways of working from our staff.



Paul Dyster
HSE Director

"I joined the army at 16 and served for 10 years, then worked for a small contractor in London. That's where I first got into Health & Safety – the company was working at the budget end of construction, but it still had to be safe.

"From there I went to work for Tamdown, the country's largest groundworks subcontractor, as Head of Safety. Hill approached me, and three interviews later I was their Safety Manager. In the last few years, I have been promoted to director, and taken on other responsibilities such as environment, energy, and managing a safety team.

"I've been at Hill for 15 years now, so I've seen a lot of change and growth. But it's still a family business that really cares about providing good work for people. Training is excellent, and developing trainees is a passion here, driven from the top.

"There's a really positive culture at Hill. People are listened to and respected, and we're always looking for new ideas and ways to improve. A lot of people have worked here for a long time, many of whom started as trainees. It's a company where you stay."



Sarah Turpin
Head of Sales

"Every day at Hill is different, and I love the challenges my role brings. I head up the sales team for the Southern, Western and London regions which means I manage a portfolio of prestigious developments, as well as ensuring my team delivers a consistently high standard of service to our customers. Working at Hill has given me the opportunity to work on flagship ventures and form strong relationships with our partners on joint ventures."



Faizan Chaudry
Senior Bid Writer

"As part of the Bid Team, I have had the opportunity to interact with people across the business regularly, and the honest, trustworthy and hardworking ethos truly runs through the organisation. I have also been a part of the Diversity Working Group, which has provided us with an exciting chance to identify various opportunities to increase the diversity at Hill."

“
What our people have to say
”



Luke Phillips
Head of Estimating

"I've been at Hill for over 13 years now and I have enjoyed every part of it. In this period of time I've exceeded my expectations of where I thought I would be in my career. I have received regular coaching and mentoring since I joined on the trainee programme, as well as access to tailored management training. I enjoy working at Hill because of its welcoming and encouraging environment."



Darren Mulhare
Technical Manager

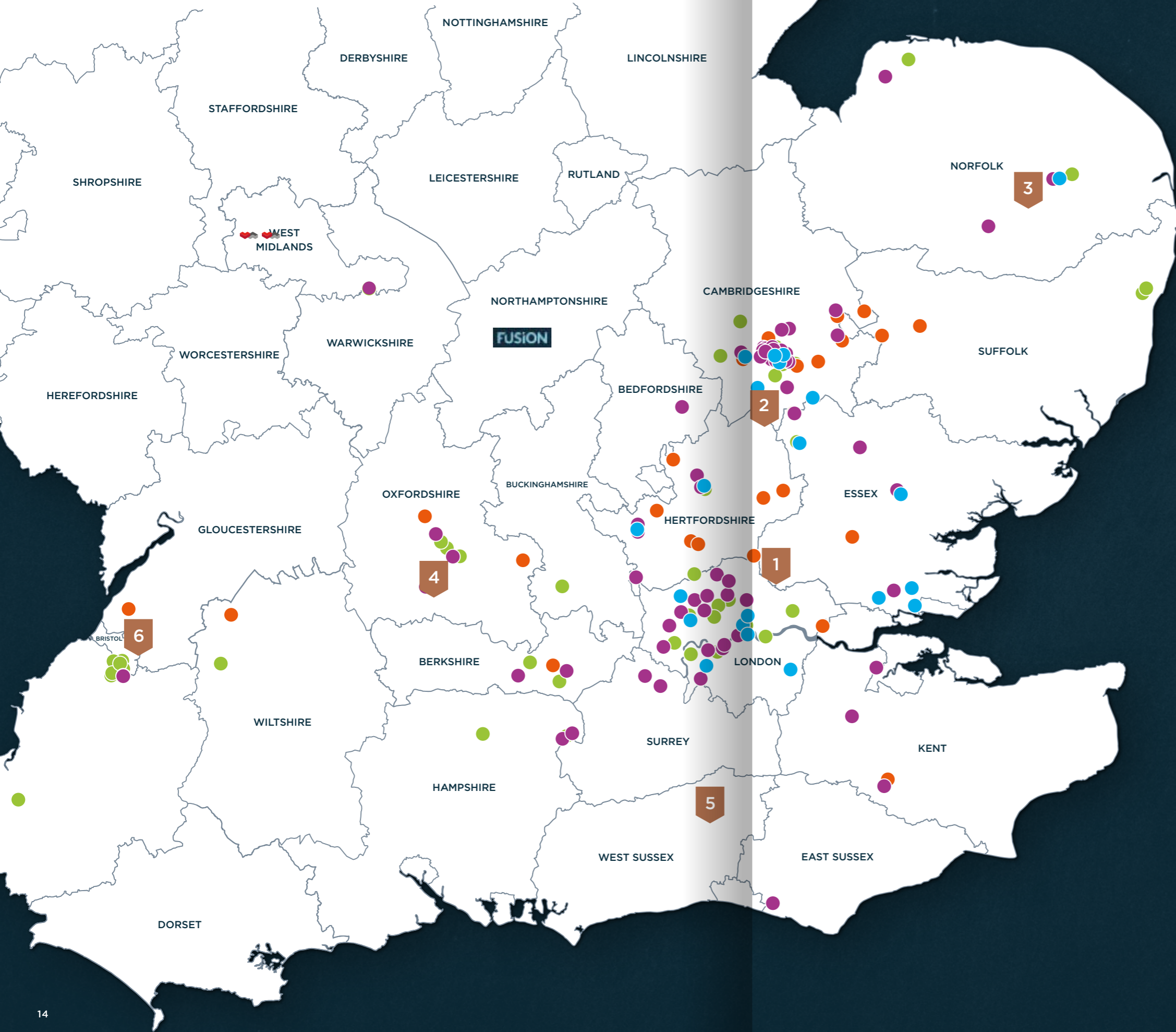
"I enjoy working for Hill because everyone shares the same vision and is dedicated to achieving the same goals. There is a real sense of teamwork, whether it's in the individual project teams, internal departments or management teams – everyone works together. There is always someone to turn to for support and it's nice working for a company where people are given their own responsibility to help develop their skills and careers."



Lucy-Ann Wallace
Assistant Site Manager

"Hill's trainee programme is industry-leading and I consider it a great achievement to be part of it as a trainee site manager. I'm surrounded by a great team of people and I have many positive career progression opportunities. No two days are the same and I'm constantly learning and developing my skillsets and get enormous job satisfaction."

WHERE WE OPERATE



Our area of operation stretches across London and the South East, from six strategically placed regional offices so we can apply our knowledge of the local markets directly. 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 - Waltham Abbey, Essex (shared between all divisions)
- 2 Eastern and CIP - Ickleton, Cambridge
- 3 Eastern - Norwich, Norfolk
- 4 Western - Abingdon, Oxfordshire
- 5 Southern - Crawley, West Sussex
- 6 South West - Bristol

Projects

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

LOOK AT WHAT WE'VE MADE

We know people want different things from a home, which is why we offer so much diversity.

We design schemes for all types of people at all stages of their lives, from first-time buyers wanting the buzz and excitement of a city apartment, to families looking for more space and neighbours who will become friends.

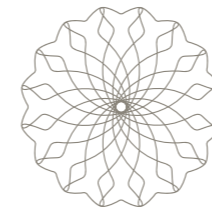
Take a look through some of our developments and you'll see for yourself the extraordinary places created by our talented and diverse teams, within which your career can flourish when you join Hill.

IRONWORKS

CAMBRIDGE, MILL ROAD CB1

Only an eight-minute walk from Cambridge train station is Ironworks, a Joint Venture between Hill and Cambridge City Council. This contemporary collection of studio, one and two bedroom apartments, and three and four bedroom houses, is located on Mill Road, an area rich with a lively mix of independent shops, restaurants and cafés. These individually crafted homes combine the best of 21st century living with a vibrant neighbourhood, great access to the city and green open spaces.

www.ironworks-cambridge.co.uk



FISH ISLAND VILLAGE
HACKNEY WICK
E3

Designed and built with the industrial heritage of its East London location in mind, Fish Island Village is a Joint Venture with Peabody housing association. This exciting canalside community has the added benefit of exclusive residents' facilities, including a gym and concierge, and commercial space. It offers an inspiring lifestyle in a dynamic neighbourhood, with canalside walks and views, and the independent cafés, bars and pop-up art galleries the area is famous for.

www.fishislandvillage.co.uk



Rayners Green is a unique collaboration between Hill and Scotsdales Garden Centre, offering 68 two, three and four bedroom houses in the idyllic village of Fordham, Cambridge. Set in tranquil green space with mature trees and rural views, these beautifully designed homes also enjoy a well-connected location with shops, restaurants and schools close by.



Mosaics is a thriving new community of 142 homes, ideally located close to Oxford's bustling city centre, and on the very edge of its picturesque countryside. With a wide range of properties, from one bedroom apartments to detached five bedroom family houses in leafy, landscaped grounds, this is a truly modern urban development, offering an unrivalled quality of life that combines an inspiring natural setting with connectivity to the city.



Knights Park
EDDINGTON
CAMBRIDGE

Knights Park is an award-winning collection of innovative and beautifully designed homes. Situated in Eddington, this is a visionary new neighbourhood conceived by the University of Cambridge, and home to an abundance of amenities and community facilities. Located just 12 minutes by bike from the centre of Cambridge, Knights Park combines the energy of the city with a landscaped green setting. The inspiring development features over 240 homes and provides a new level in sustainable living.

www.knightspark-eddington.co.uk

LOOK WHAT'S COMING



MCARTHUR'S YARD Bristol
Partnership with Guinness Homes
142 homes; 1608 sq m commercial space
Under construction



DAGENHAM GREEN Dagenham, Essex
Phase 1: 935 homes
1,700 sq m commercial space
Under construction



NEXUS Stevenage
576 homes
Started on site in 2023



CITY CENTRE SOUTH Coventry
Partnership with Shearer Property Group
1,500 new homes; 70,000 sq m commercial space
Started on site in 2023

OUR OFFICE LOCATIONS

HEAD OFFICE

The Power House
Gunpowder Mill
Powdermill Lane
Waltham Abbey
Essex
EN9 1BN

EASTERN AND CIP OFFICE

The Courtyard
Abbey Barns
Duxford Road
Ickleton
Cambridgeshire
CB10 1SX

EASTERN OFFICE

Suite 45
37 St Andrew Street
Norwich
Norfolk
NR2 4TP

WESTERN OFFICE

Suite A
Windrush Court
Abingdon Business Park
Abingdon
Oxfordshire
OX14 1SY

SOUTHERN OFFICE

Westfield House
Bonnetts Lane
Crawley
West Sussex
RH11 0NY

SOUTH WEST

40 Berkeley Square
Bristol
BS8 1HP

GREG HILL

Deputy Chief Executive

ANDY HILL

Chief Executive

TOM HILL

Executive Director





WE'D LOVE TO HEAR FROM YOU

How to apply

If you'd like to discover more about working at Hill, or discuss our career opportunities, please give us a call or drop us a line.

Tel: 020 8527 1400

Email: careers@hill.co.uk