Management
TRAINEE PROGRAMME



The Hill Group

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 The Hill Group's Management 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, our 5-year Management Trainee enables you to work towards a degree apprenticeship whilst gaining valuable hands-on experience, working with our inclusive and experienced teams.

You will work towards a career within one of our core disciplines within Commercial, Technical, Production & more, including working on our rotation scheme in year one on the programme. Once you've successfully completed the programme, a rewarding career awaits with a guaranteed role upon qualification.

What's in it for you?

- Achieve an accredited degree while working
- Competitive salary
- Laptop for business and university use
- Travel expenses paid to/ from university
- No student debt
- A guaranteed job at the end of the training programme

YOU'LL ALSO BE THE ENVY OF YOUR FULL-TIME STUDENT FRIENDS WITH THE FOLLOWING PERKS:

- Life assurance
- Personal pension plan
- Subsidised social events
- 26 days paid holiday a year
- Private healthcare and medicash scheme
- Company car* and mobile phone

To apply for our Management Trainee Programme, please send your CV and covering letter to learn@hill.co.uk

*Company car subject to performance and achieved on promotion to Assistant level



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**
- **Building a brighter future with a sustainable approach**
- **Rewarding work creating a lasting legacy**
- **Opportunity for career progression**
- **Excellent earning potential**

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 2,850 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 Management Trainee Programme in 2003, we have welcomed over 450 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.

The Hill Group are proud **platinum members of the 5% club,** showing our continues commitment and dedication to providing apprenticeships and rewarding careers in Construction.

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

Kickstart Your Career with Our Management Trainee Programme

Earn while you learn and take the fast track to a professional career in construction and the built environment. As a Management Trainee, you'll gain hands-on experience in your role while working towards a fully funded BSc (Hons) Degree Apprenticeship.

Your Week, Your Future

- **4 days** gaining real-world experience on the job
- **1 day** at university, building your academic knowledge

This blend of work and study means you'll graduate with both a degree and years of industry experience – setting you apart from the crowd.

Your 5-Year Journey

- **Years 1–2:** Level 4 Apprenticeship + End-Point Assessment
- **Years 3–5:** Level 6 Apprenticeship + End-Point Assessment

Along the way, you'll be supported by experienced mentors, dedicated managers, and university partners to help you reach your full potential.

Choose Your Pathway

Depending on your role, you'll specialise in one of our degree routes:

- **Trainee Contract Surveyor / Estimator** – BSc (Hons) Quantity Surveying
- **Trainee Technical Coordinator / Planner** – BSc (Hons) Construction Design and Build Technician
- **Trainee Site Manager** – BSc (Hons) Construction Management
- **Trainee Development Surveyor** – BSc (Hons) Chartered Surveyor (Commercial Real Estate)

More details about our academic partners and pathways will be shared during your application journey.

Your career. Your degree. Your future. Start it here.



A day in the life of a Hill trainee

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

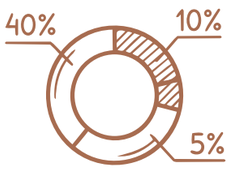
My day starts with an induction for new operatives and running through the morning briefings on site. These activities are hugely important to ensure the operatives understand our safety standards and the anticipated high-risk activities on site for the day.

I then head out onto site with my senior managers to oversee the practical work taking place, for example, 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 virtual engagement event specifically for women working in the construction industry. 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.



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.



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.



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.

Planner

A Planner's role is to assist in the preparation of the whole life programmes, logistical plans and method statements, and advise on construction planning matters relating to tenders, budgets and negotiated projects to secure future workload for the Group.

Estimator

The Estimator's role is to assist the Estimator or Senior Estimator in the preparation of budget estimates, cost control documents and open market competitive tenders to secure future workload for the Group.

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.



Scan here to view more about our trainee vacancies



Current vacancies

Our next Management Trainee intake will be September 2027, for which we invite applications for the following positions:

Trainee Site Managers
All regions

Trainee Development Surveyors
All regions

Trainee Contract Surveyors
All regions

Trainee Technical Coordinators
All regions

Trainee Architectural Technician
Cambridge

Trainee Planner
Waltham Abbey, Head Office

Trainee Estimator
Waltham Abbey, Head Office

Applicants will require either three A-Levels at grade C or above, or a BTEC Extended Diploma in Construction or Engineering or T-Level grades equivalent (Acceptance to University Courses are based on UCAS points). Ideally, these grades will have been achieved within two years of the September 2027 start date (including current Year 13 students).

Please send your CV and a covering letter to **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 driver's licence. Or alternatively, please apply online via our careers website **hill.co.uk/careers**.

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.

YEARS 0-3	YEARS 4-6	YEARS 6-8	YEARS 8-10	YEARS 10+	YEARS 14+
Trainee Site Manager	**Assistant Site Manager**	**Site Manager**	**Senior Site Manager**	**Project Manager / Contracts Manager**	**Production Manager / Production Director**

"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.

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.



Harvey, Deputy Regional Director

Graduated 2012 Upper Second Class Honours

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 second-largest, privately-owned housebuilder. Our impressive portfolio ranges from landmark mixed-use regenerations to inner city apartments and rural homes.

Employing more than 1000 staff, we operate from six strategically-located regional offices, with our head office based in Waltham Abbey, Essex.

Hill has won more than 500 industry awards over the past 26 years. We are continually adapting our business model 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 Management 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 an organisation promoting gender equality in the construction industry
- Recognition as a Stage 1 Disability Confident employer

disability confident COMMITTED

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 Management Trainee Programme alumni include:



Lucy-Ann Wallace

Shortlisted for 'Trainee of the Year' at the National Federation of Builders Construction Awards of Excellence 2023.



Sachin Gor

Winner of the annual 'Outstanding Student in Construction Management' at the University of Westminster, for three consecutive years from 2020-2023.



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 500 AWARDS OVER THE PAST 26 YEARS, MANY OF WHICH ARE THE INDUSTRY'S MOST PRESTIGIOUS.

Evening Standard NEW HOMES AWARDS 2024 WINNER

What House? AWARDS THREE TIMES HOUSEBUILDER OF THE YEAR

HBF Home Builders Federation ★★★★★ Customer Satisfaction 2026

housebuilder AWARDS CELEBRATING 20 YEARS | 2024 WINNER

INSIDEHOUSING DEVELOPMENT AWARDS













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 founder and Group Chief Executive, Andy Hill, to mark Hill's 20th anniversary.

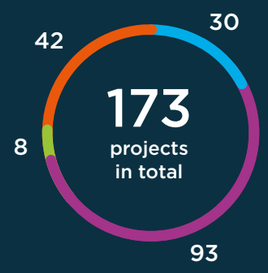
Each of the gifted homes provides a safe, comfortable dwelling which represents an opportunity for someone to rebuild their life and start afresh. Each property comes fully furnished, including everything a homeless person might need, from bedding to cutlery to clothes.

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

Area of operation

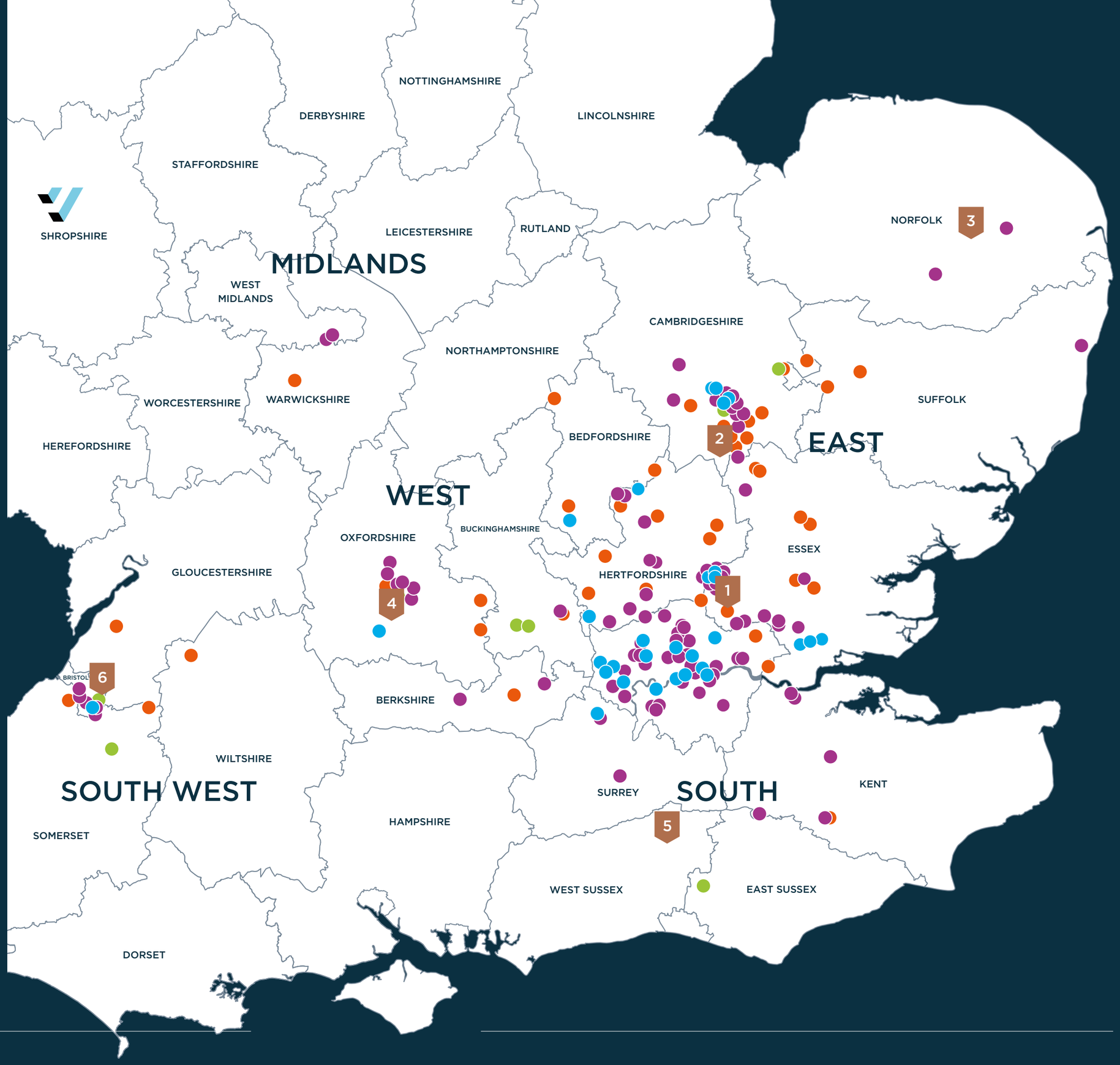
Through forging new partnerships, whilst taking care of existing relationships, we have scaled up our operations into new and exciting regions.



- Projects completed
- Live projects
- Future projects
- Strategic land
- Volumetric Modular

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



The Hill Group

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Hill Group UK

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