

# EXTRA- ORDINARY

## THINGS HAPPEN HERE

Working at Hill



# 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're always keen to hear from talented, enthusiastic and passionate individuals who want to make their next - or first - move.

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

In just 21 years, we've become one of the leading players in the UK property market and a five-star rated housebuilder. Our properties are renowned for their superb quality and our customer service is second to none.

And it's not just us saying this - our five-star rating from the Home Builders Federation is based on feedback from our customers, while the number of awards we have won shows how highly we are regarded within our industry.





**£230m**  
increase in net assets  
from previous year

# Hill

*in numbers*

**14%**  
increase in net  
assets from  
previous year



**1,150**  
delivered from our  
private sales and joint  
venture activities



# WHAT MAKES US 'TICK'

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

## We are family

We're 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.

At Hill, we encourage everyone to think big, ask questions, and let their imagination roam. We love to hear new ideas, respond to challenges, or listen to a fresh perspective.



# 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 frame houses.



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

## EPICS:

- E**xtraordinary
- P**eople
- I**nspiring
- C**ommunities
- S**ustainability

Working at Hill gives you the opportunity to make a difference and inspire change.



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 £12 million pledge through our Foundation 200 initiative.

# SO, WHY JOIN HILL?

## There are plenty of good reasons to join us:

- ✔ An expanding business with lots of opportunities
- ✔ Recruitment at all levels, from trainees to senior management
- ✔ Competitive salaries
- ✔ Range of rewarding benefits
- ✔ Excellent training and development opportunities
- ✔ An award-winning company that has received huge recognition within the industry

## We invest in your future

At Hill we invest heavily in our 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



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# STRETCH YOURSELF

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.

## Opportunities at every step

Whatever stage of your career you've reached, you'll find fantastic opportunities at Hill. We run our own Management Trainee Programme, giving people the skills and experience they need to successfully progress their career. More than a quarter of our employees are now either graduates of the programme or currently gaining their qualifications through it.

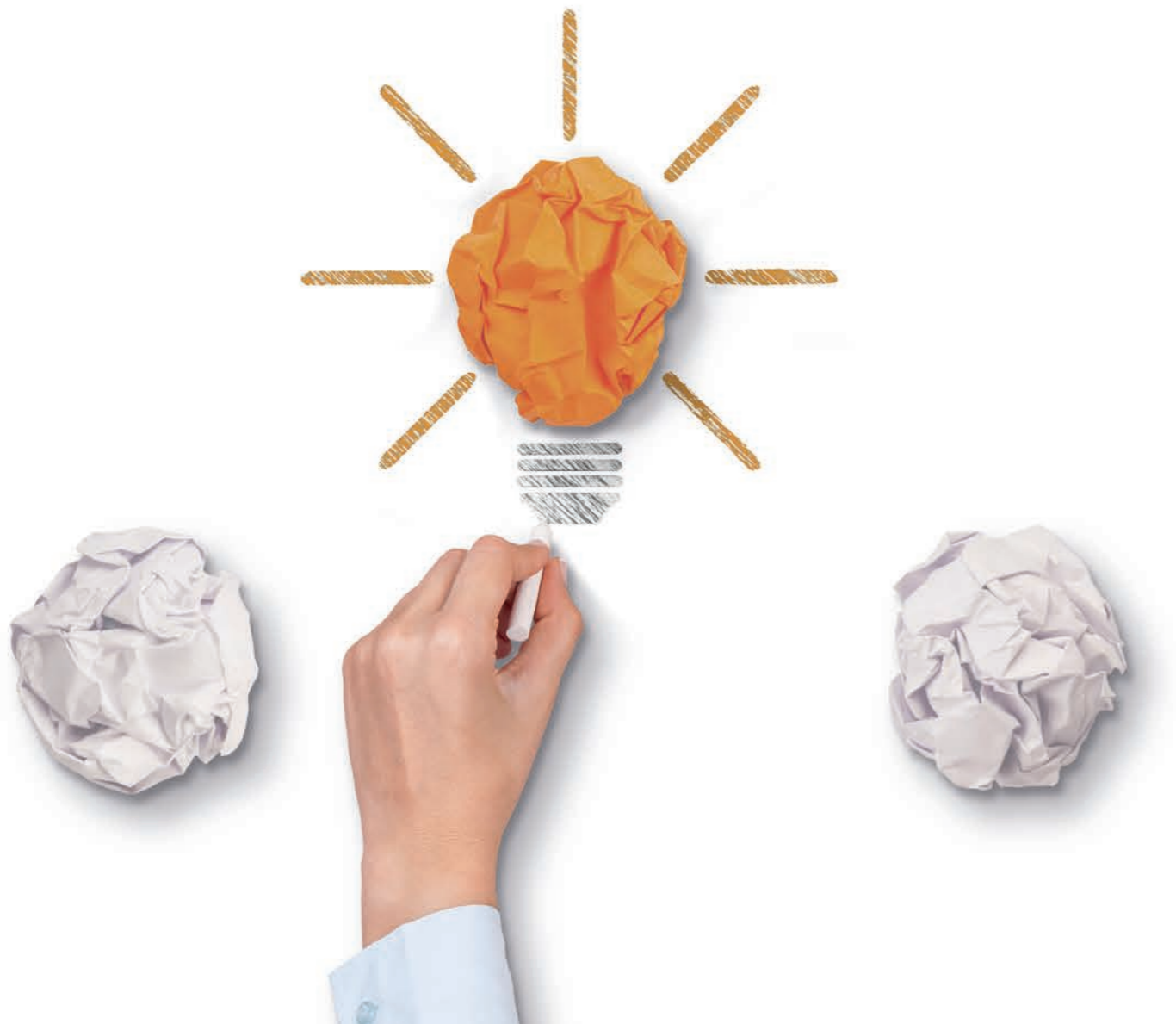
We're also a platinum member of Women into Construction and run a number of work placements specifically aimed at encouraging more women into the construction industry.



# 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.



“  
What our  
people have  
to say



**Sarah Turpin**  
Regional Sales  
Manager

“Every day at Hill is different, and I love the challenges my role brings. I head up the sales team for the Southern and Western Region 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. I’m proud to have had the opportunity to work on key joint ventures such as Hill’s award-winning development Mosaics which was built in partnership with Oxford City Council.”



**Faizan Chaudry**  
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.”



**Luke Phillips**  
Head of Estimating

“I’ve been at Hill close to 10 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, 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.”



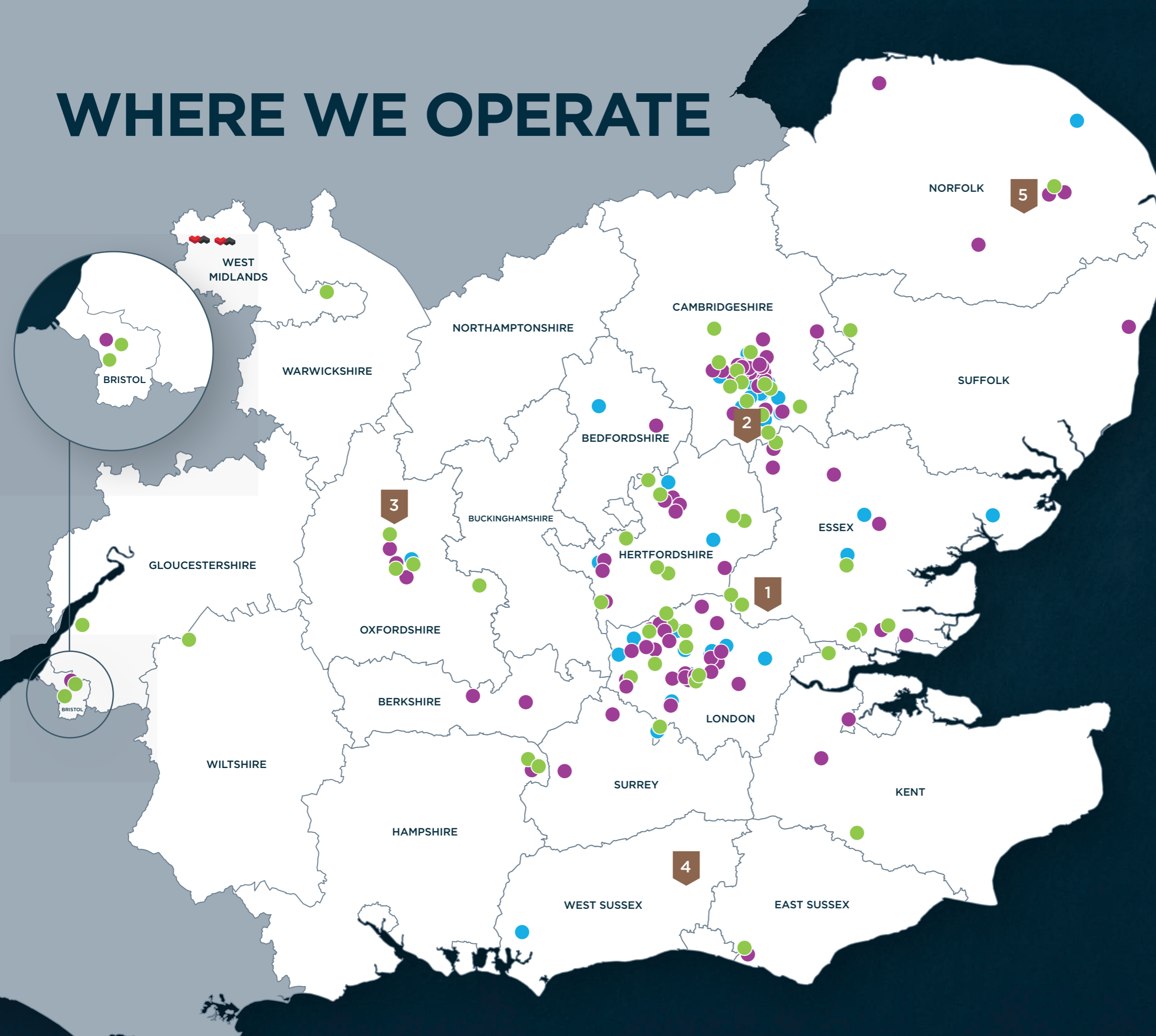
**Silvie Kwatabyala**  
Trainee Site Manager

“The Hill 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 one 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.”



# WHERE WE OPERATE

Our area of operation stretches across London and the South East, from five 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 (shared between all divisions) - Waltham Abbey, Essex
- 2 Eastern and CIP - Ickleton, Cambridge
- 3 Western - Abingdon, Oxfordshire
- 4 Southern - Crawley, Sussex
- 5 Norfolk - Norwich Norfolk

## Projects

- Projects completed in 2021
- Projects under development
- Future developments
- Volumetric MMC factories

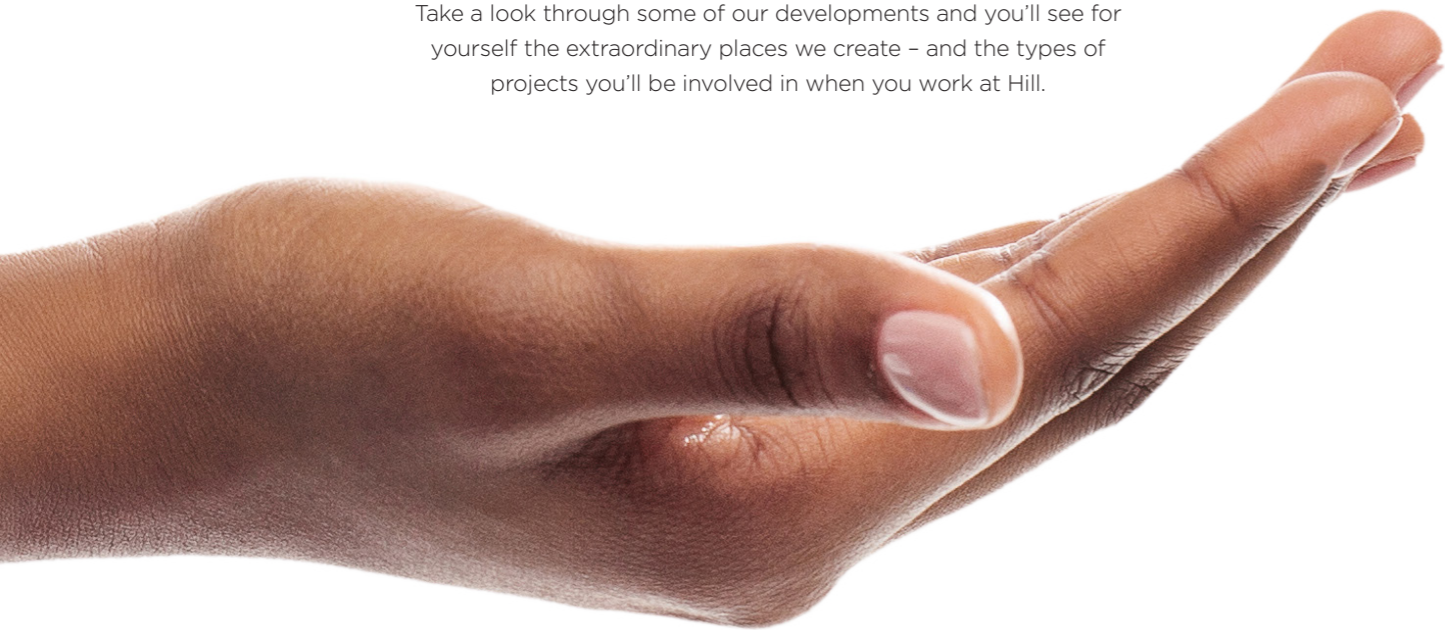


# LOOK AT WHAT WE'VE MADE

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 we create - and the types of projects you'll be involved in when you work at Hill.



## IRONWORKS

CAMBRIDGE, MILL ROAD CB1

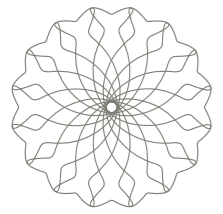
Only an eight-minute walk from Cambridge train station is Ironworks, a contemporary collection of new studio, one and two bedroom apartments, and three and four bedroom houses located on Mill Road, an area rich with a lively mix of independent shops, restaurants and cafés. These individually crafted 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](http://www.ironworks-cambridge.co.uk)



Mosaics is a vibrant 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.





**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 lively and vibrant canal-side 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](http://www.fishislandvillage.co.uk)



## OUR OFFICE LOCATIONS

### HEAD OFFICE

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

### CAMBRIDGE OFFICE

The Courtyard  
Abbey Barns  
Duxford Road  
Ickleton  
CB10 1SX

### ABINGDON

Suite A  
Windrush Court  
Abingdon Business Park  
Abingdon  
OX14 1SY

### CRAWLEY OFFICE

Westfield House  
Bonnetts Lane  
Crawley  
RH11 0NY

**GREG HILL**  
Deputy Chief Executive

**ANDY HILL**  
Chief Executive

**TOM HILL**  
Executive Director



*Knights Park*  
EDDINGTON  
CAMBRIDGE

Knights Park is an inspiring collection of innovative and beautifully designed homes. It is situated in Eddington, 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 award-winning development is home to over 240 homes and provides a new level in sustainable living.

[www.knightspark-eddington.co.uk](http://www.knightspark-eddington.co.uk)



## 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](mailto:careers@hill.co.uk)