



**PATH
WAYS**



BUILDING FUTURE TALENT

Graduate Pathways Programme



Part of the Vistry Group

CONTENTS

ABOUT VISTRY GROUP	4
OUR DEVELOPMENTS	6
OUR PATHWAYS	8
YOUR PROFESSIONAL DEVELOPMENT	10
THE BENEFITS	12
SMART WORKING	14
 PATHWAYS	
 CONSTRUCTION	16
 REAL ESTATE	18
 COMMERCIAL	20
 DESIGN & TECHNICAL	22
PERSONAL DEVELOPMENT	24
ABOUT YOU	26
HOW TO APPLY	28



HOUSING DESIGN
AWARDS “WINNER
OF WINNERS” FOR
OUR ROCHESTER
RIVERSIDE FLAGSHIP
REGENERATION
SCHEME IN 2021



AN AWARD -WINNING GRADUATE DESTINATION

GIVING GRADUATES THE CHANCE
TO GET A HEAD START IN THE
PROPERTY INDUSTRY.

At Vistry Group, the idea of investing now to create a better future extends further than just building homes, it's the driving force behind our entire business.

Our Graduate Pathways Programme is the perfect encapsulation of that philosophy. This holistic training scheme gives the next generation of talent comprehensive hands-on experience and valuable qualifications in our industry.

We are completely committed to transforming the graduates of today into the directors of our future.

Could you be next to make Vistry?
Read on to find out.

Danica

Group People Director

ABOUT VISTRY GROUP

WE CREATE PLACES WHERE PEOPLE LOVE TO LIVE, FORMING SUSTAINABLE COMMUNITIES THAT ARE BUILT TO LAST.

WHO WE ARE

We are the UK's leading provider of affordable mixed tenure homes, leading the way in tackling the housing crisis while meeting the aspirations of our customers and clients with our values-led approach. Delivering thousands of homes every year for the private and affordable market places, the heritage and reputation of our brands, Countryside Homes, Bovis Homes and Linden Homes, speak for themselves.

WHY WE ARE HERE

Our purpose as a responsible developer is to work in partnership to deliver sustainable homes, communities and social value, leaving a lasting legacy of places people love.

WHAT WE DO

We specialise in creating high-quality homes and sustainable communities that are not only beautiful but built to

last. Through our partnerships model we look to reuse land wherever possible, focusing on high quality mixed-tenure developments that deliver positive social impact for those communities, with placemaking at the heart of what we do.

We work with a range of stakeholders including partners, investors, landowners, housing associations, government bodies, local authorities and the communities in which we build.

HOW WE DO IT

We design our homes with future residents in mind, by building more sustainably and by working hand in hand with local communities and partners. We nurture a solid team spirit with people who live our values of integrity, caring and quality and deliver on our ethos of doing the right thing.

WE ARE PROUD TO BE...



Top Employer Awards
Best for Mental Health
Winner 2023





Part of the **Vistry Group**



91.6% OF CUSTOMERS WOULD RECOMMEND US TO A FRIEND

WHAT SETS US APART?

DEDICATION TO EXCELLENCE AND QUALITY.

Our developments are recognised for their excellence. We hold more Housing Design Awards than any other housebuilder. Our continued dedication to outstanding design and quality also resulted in our award-winning scheme, Accordia, becoming the first residential scheme to be awarded the prestigious architectural accolade, the RIBA Stirling Prize.

- ▶ Awarded five-star builder status by the HBF
- ▶ Our approach to sustainability is impact-driven with 31 ambitious targets, including becoming net zero by 2030
- ▶ Our unique partnership model supports our commitment to delivering developments that are tenure-blind with high proportions of affordable homes
- ▶ We were one of the earliest adopters of modern methods of construction and now have three timber frame factories

NEW BRUNSWICK MANCHESTER

- 500 Homes
- S4B Partnership
- 60 room care centre
- New roads, pedestrian footpaths, play areas, recreational space and cycle routes



STONEFIELD EDGE BUV, WOLVERHAMPTON

- 420 new homes
- 105 Affordable Homes
- 123 Built to Rent in partnership with Sigma
- In partnership with Wolverhampton City Council
- £2.2m invested in valuable local service

KING GEORGE PARK SWINDON NEW EASTERN VILLAGES

- 2500 homes
- JV partnership with Sovereign Housing Association
- 365 acres
- 30% Affordable Homes
- 400 homes privately rented
- Green Space, play areas, allotments
- Sports hub and pavilion

WOODLANDS BARROW GURNEY, SOMERSET

- 66 Homes
- Play Park
- Public Open Space
- Bat Houses
- Improved Woodland

OUR DEVELOPMENTS

GATESHEAD

TYNE AND WEAR

- 2400 homes
- 19 separate sites
- Homes include private sale, shared ownership and affordable rent
- Community facilities and public spaces

BEAULIEU

CHELMSFORD, ESSEX

- 3600 homes
- 972 Affordable Homes
- JV partnership with L&Q
- 176 acres of public space
- Community centre
- Essex's first all-through school
- Railway station



ACTON GARDENS

EALING, LONDON BOROUGH



- 3500 homes
- 50% Affordable Homes
- JV partnership with LB Ealing & L&Q
- Community centre

ASHDOWN GARDENS

CROWBOROUGH, EAST SUSSEX

- 119 Homes
- Children's Play Area
- Large Public Open Space with walking routes
- 40% Green Space

ROCHESTER RIVERSIDE

ROCHESTER, KENT

- 1400 homes
- Community primary school & nursery
- 2.5km river walk
- JV partnership with Hyde homes
- 25% Affordable Housing
- 1200sqm of commercial space



OUR PATHWAYS MAKE VISTRY ONE STEP AT A TIME

PROVIDING EXPERIENCE IN ALL
ASPECTS OF OUR BUSINESS TO
HELP YOU ACHIEVE ONE GOAL.

Our Graduate Pathways Programme has been designed to equip you with the knowledge of our whole business, not just one department. That's why ambition, drive and passion for your career are just as invaluable as an understanding of the theory behind our industry. We believe there's nothing like hands-on experience to really give you the edge in your career.

PATHWAYS TO
CONSTRUCTION
REAL ESTATE
COMMERCIAL
DESIGN & TECHNICAL
YOUR FUTURE

During the programme, you will spend time working within bespoke rotational departments appropriate to each pathway. By experiencing how each team operates individually, you will gain a much better understanding of how they work together as a whole.

Rotations will range from four weeks to four months. During this time, you will benefit from expert leadership, valuable experience and learn how each department plays its part in the process.

This means that whether you began the programme undecided on your specialism or with a clear destination in mind, by the end, you will have all the knowledge you need to continue on your chosen career path with complete confidence.



MAKING VISTRY

YOUR PROFESSIONAL DEVELOPMENT

ACCREDITATIONS

We want to help you be the best you can be, therefore as part of the graduate pathways scheme, we will help you smartly navigate your path to chartered status and give you the best possible opportunity to develop expertise in your chosen specialism.

You may already have a degree accredited to a professional body or you could be eager to learn something new, either way, we will do everything we can to help you now and for the future.

DESIGN & TECHNICAL

JBM, RIBA, CIAT, CIOB, CABE & ARM

CONSTRUCTION

CIOB, CABE, CMI, RICS

COMMERCIAL

CIOB, CABE, CMI, RICS

REAL ESTATE

RICS, RTPI, CIOB & CABE

FURTHER STUDY

Further study is driven by your interests and ambitions and we will support you every step of the way.

DESIGN & TECHNICAL

Courses in civil engineering, architectural technology, construction project management and more are available at universities across the UK.

CONSTRUCTION

There are degrees, masters, NVQ and conversion-course qualifications available in construction management, chartered surveying and construction project management.

MASTERCLASSES

Find your niche with our choice of focused learning sessions.

Masterclasses help to hone your knowledge in specific areas, strengthening the foundations of your future career.

DT DESIGN & TECHNICAL

C CONSTRUCTION

C COMMERCIAL

RE REAL ESTATE

LEGAL & CONTRACTUAL LAW

C **RE**

QUALITY & TECH STANDARDS

DT **C**

TIMBER FRAME TECHNOLOGY

DT **C**

ASTA PROJECT PLANNING

C

SUSTAINABILITY & ENVIRONMENTAL

DT **C** **C** **RE**

FINANCE, TAXATION & VAT

C **RE**

CUSTOMER SERVICE

DT **C**

SALES & MARKETING

DT **C**

HEALTH & SAFETY

DT **C** **RE**

CONSTRUCTION TECHNOLOGY

C

FINANCIAL MODELLING

RE

DESIGN

DT **RE**

*These masterclasses are subject to change and the list provides examples of focused learning sessions we host.

COMMERCIAL

Develop your expertise with a level six or level seven qualification in quantity surveying, commercial management and management in construction.

REAL ESTATE

A number of level six and level seven qualifications, including degrees, conversion courses and apprenticeships in real estate and construction are available in a variety of formats to suit your schedule.





THIS IS THE ROUTE I TOOK TO QUALIFY AND HONESTLY, IT HAS GIVEN ME A HEAD START OVER OTHER PEOPLE MY AGE BY A COUNTRY MILE



KIRSTIN HUTTON,
SENIOR TECHNICAL MANAGER

THE BENEFITS

**GREAT PEOPLE DESERVE
TO BE LOOKED AFTER.**

Comprehensive experience, guaranteed job opportunities and a genuine route to career success are just the beginning. Our Graduate Pathways Programme also offers a fantastic range of benefits that will help ensure you stay focused on your future rather than worrying about the present.



Bonus of up to 10% of basic salary, based on company performance

Company car and travel

Eligible for a car or travel allowance

Holiday entitlement

28 days plus bank holidays and ability to buy or carry over up to 5 more per annum

Location opportunities available at all of our regional locations

Pension scheme

4% employee contribution and 6% employer contribution

OR

Opt into 5% employee contribution and 7% employer contribution

Study support is funded and supported opportunities for further study

Life assurance

4 x salary scheme contribution

Permanent contract

Our full commitment & investment in your career, not just your graduate programme

Charterships are funded and supported accreditation schemes to help you navigate your path to chartered status

Private medical cover


Providing free cover for you as standard. Cover can be upgraded to include dependants (contributions required)

Company equipment

Laptop, mobile phone, full PPE and site uniform as necessary

SMART WORKING

AT VISTRY GROUP, WE PRIDE OURSELVES ON OUR UNIQUE CULTURE – UNDERPINNED BY OUR SMART WORKING APPROACH.



As a Graduate, wherever you're based, you and your manager can agree on what Smart Working looks like for you and the team. Smart Working is about respecting the needs of the business, ensuring your duties are fulfilled, yet being able to meet your personal needs by adapting your workday and location when appropriate. Smart Working naturally lends itself to

working at different locations (site/ office/home), but there is so much more. Being able to come into work earlier or later than your usual start or finish time, changing days to attend an appointment and having the ability to alter your working hours to attend events, help with caring responsibilities, or simply accommodate outside personal commitments that are the ways Smart Working can work in practice.



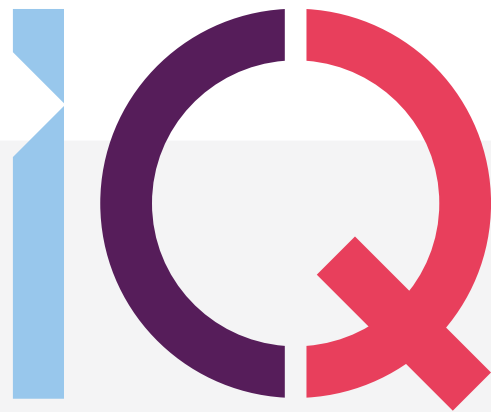
MAKING
VISTRY

OUR VALUES

It's how we work together that counts.

While it's teamwork that makes a great business, it's individuals that make a great team, that's why we're committed to a culture of inclusion, encouragement and collaboration.

integrity
Caring
Quality



Integrity

- You can trust and count on me
- I am always open and honest
- I take ownership to get it sorted

Caring

- I understand and adapt to the individual needs of my customers
- I take the time to listen and understand how people feel
- I am committed to keeping people safe

Quality

- I deliver on my promises and take pride in what I do
- I am committed to getting it right first time
- I am willing to go the extra mile

PATHWAY TO CONSTRUCTION



EVERY DAY IS A DIFFERENT EXPERIENCE, WHICH MAKES COMING TO WORK REALLY ENJOYABLE. I'M LEARNING FROM SOME OF THE BEST PROFESSIONALS IN THE INDUSTRY.

JACK MURPHY
TRAINEE SITE MANAGER



ABOUT THE ROLE

THE CONSTRUCTION DEPARTMENT OVERSEES THE PHYSICAL BUILD OF OUR DEVELOPMENTS.

Do you like to be in the thick of the action? Are you motivated by seeing progress and results? If so, the construction department is for you. As a member of the construction team, you'll be involved in transforming plans on paper into real-life homes and communities. It could be anything from working across trades teams, overseeing the build progress of our homes to inspecting plots.



FUTURE CAREER PROGRESSION



ROTATIONAL STEPS WITHIN THE CONSTRUCTION PATHWAY*

While the first and final stages are fixed, the stages in between can be swapped around to ensure you receive the most relevant experience at the time.

- Construction Month 1-4
- Health & Safety Duration 1 month
- Construction Planning Duration 1 month
- Commercial Duration 3 months
- Technical Duration 2 months

- Customer Service Duration 1 month
- Construction (incl. time in sales) Month 13-15
- Transition to your future Construction role Month 16 onwards

TYPICAL INTERESTS

If you're interested in any of these areas, a career in construction could be for you.

- Building places
- Creating spaces
- Designing solutions
- Engineering
- Team working
- Project management

*Example of what a Graduate rotation will look like, subject to Business Unit location

PATHWAY TO REAL ESTATE



I LIKE THAT I AM ABLE
TO LOOK AT EXCITING
PROJECTS THAT ARE
HAPPENING ACROSS
LONDON, ESPECIALLY
AS EACH OF THEM
ARE DIFFERENT

MATT AIHIE,
LAND & DEVELOPMENT MANAGER



ABOUT THE ROLE

OUR REAL ESTATE PATHWAY COVERS OUR LAND, PLANNING, STRATEGIC LAND & DEVELOPMENT DEPARTMENTS, WHERE OUR PROJECTS COME TO LIFE.

Are you a strategic thinker? Do you have a talent for spotting potential? Are you a passionate relationship builder? These are all skills perfect for a role in real estate. Our teams are responsible for sourcing and acquiring the perfect areas to build places people love, and carrying that vision through the construction life cycle.

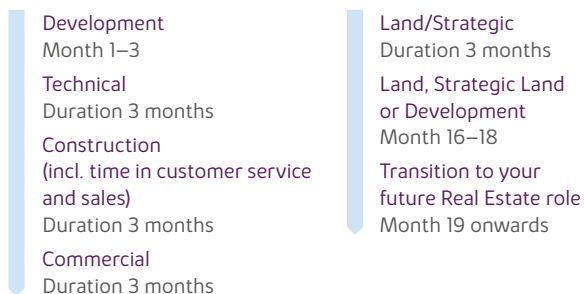


FUTURE CAREER PROGRESSION



ROTATIONAL STEPS WITHIN THE REAL ESTATE PATHWAY*

While the first and final stages are fixed, the stages in between can be swapped around to ensure you receive the most relevant experience at the time.



TYPICAL INTERESTS

If you're interested in any of these areas, a career in real estate could be for you.

- Placemaking
- Strategy
- Inspiring others
- Negotiating & influencing
- Project management

*Example of what a Graduate rotation will look like, subject to Business Unit location

PATHWAY TO COMMERCIAL



I LIKE WORKING TOWARDS
A TANGIBLE END PRODUCT
OF BUILDING NEW HIGH-
QUALITY HOMES AND
NEW COMMUNITIES



SAM GARWOOD, QUANTITY
SURVEYOR

ABOUT THE ROLE

OUR COMMERCIAL DEPARTMENT IS RESPONSIBLE FOR ESTIMATING & MANAGING OUR DEVELOPMENT COSTS AND QUANTITIES, PROCURING MATERIALS & APPOINTING SUBCONTRACTORS.

Are you good with numbers? Can you find the perfect balance between quality and cost? As a member of the commercial team, you would be involved with the procurement of all trade subcontractors and materials required for a project, ensuring that spending remains under control throughout the build and ultimately, that each development is a commercial success.



FUTURE CAREER PROGRESSION



ROTATIONAL STEPS WITHIN THE COMMERCIAL PATHWAY*

While the first and final stages are fixed, the stages in between can be swapped around to ensure you receive the most relevant experience at the time.

- Quantity surveying
Month 1–3
- Estimating
Duration 2 months
- Buying
Duration 2 months
- Regional finance
Duration 1 month
- Development
Duration 3 months

- Construction (incl. planning)
Duration 1 month
- QS, buying or estimating
Month 13–15
- Transition to your future Commercial role
Month 16 onwards

*Example of what a Graduate rotation will look like, subject to Business Unit location

TYPICAL INTERESTS

If you're interested in any of these areas, a career in commercial could be for you.

- Buying
- Budgeting
- Crunching numbers
- Negotiating & influencing
- Process Management

PATHWAY TO DESIGN & TECHNICAL



I LIKE THE VARIETY OF TASKS
THE JOB OFFERS AND HOW
TECHNICAL SIT IN THE MIDDLE OF
ALL THE DIFFERENT DISCIPLINES,
SO DAY-TO-DAY I HAVE CONTACT
WITH LOTS OF DIFFERENT PEOPLE



KIRSTIN HUTTON,
SENIOR TECHNICAL MANAGER

ABOUT THE ROLE

OUR DESIGN & TECHNICAL TEAMS ARE RESPONSIBLE FOR THE PLANNING AND DESIGN ELEMENTS OF OUR SITES, & THE DEVELOPMENT OF OUR TECHNICAL DRAWINGS.

Do you have a keen eye for detail? Are you a good communicator? Do you thrive on solving problems? If the answer is yes, a career in the design and technical department could be ideal. This team manages multiple consultants including architects and civil engineers to ensure drawings are informative, compliant with regulations, and fully adhered to throughout the build.

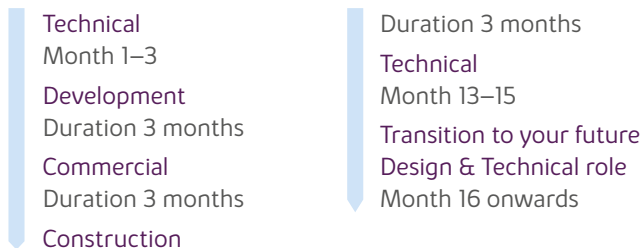


FUTURE CAREER PROGRESSION



ROTATIONAL STEPS WITHIN THE DESIGN & TECHNICAL PATHWAY*

While the first and final stages are fixed, the stages in between can be swapped around to ensure you receive the most relevant experience at the time.



TYPICAL INTERESTS

If you're interested in any of these areas, a career in design and technical could be for you.

- Engineering
- Architecture
- Design
- Designing solutions
- Construction Technology

*Example of what a Graduate rotation will look like, subject to Business Unit location

PERSONAL DEVELOPMENT

WE ARE COMMITTED TO UNLOCKING YOUR POTENTIAL.

The Graduate Pathways Programme is all about nurturing our talents, opening doors and helping you find the direction and passion you need to build a long career in the property industry. Not only will we support your professional development, but we also have multiple opportunities for your personal development too.

Ambassadorship

Inspiring future generations about careers in our industry, representing Countryside and sharing your personal experiences.

Networking

Multiple opportunities for exposure to our exec leaders, our business leaders, specialists and your peers to help develop meaningful relationships.

Personal resilience

Tailored training to help build your individual resilience, your specific ability to adapt and withstand adversity within your work and life.

Communication & confidence

Bespoke training to boost your confidence and help you to communicate with personal impact, equipping you to successfully navigate business scenarios.

Strengthscope

Focused assessments to help you identify what makes you truly unique, enabling you to develop your strengths and productively overcome your blockers.



HOW WE SUPPORT YOU

1

The Future Talent Team maintains oversight of the programme, conducts regular pulse surveys, and manages all professional and personal development. Their role is one of advice and support as opposed to direct line management.

2

Your line manager is directly responsible for you during your first and final rotations, and they assume the role of a mentor/coach throughout the scheme, remaining close to each rotational supervisor.

3

Your supervisor is directly responsible for you within a specific departmental rotation. They are responsible for setting rotational-specific objectives and ensuring learning within the rotation meets specified objectives.

4

Rotational objectives are a suite of guiding targets that are specific to each rotation, within each pathway. They ensure that the appropriate learning is undertaken to maximise your knowledge and effectiveness in your final destination.

5

A buddy is assigned to provide informal support and help with integration into local and regional teams.





YOU DON'T HAVE TO HAVE A
CONSTRUCTION DEGREE, JUST
THE RIGHT TRANSFERABLE
SKILLS & CHARACTER



RAFFLES FULTON,
GRADUATE TRAINEE

ABOUT YOU

WE BELIEVE IN COMMITMENT,
PASSION AND MOST OF ALL, PEOPLE.

If you have a genuine interest in the property industry, an eagerness to learn, and the dedication to rise to the top, we want to hear from you.

If you hold a relevant degree at 2:2 or above and you can see yourself in the below set of attributes, then apply today.

Authenticity

Do you care about others, believe in inclusivity, act without judgement and see the value in being yourself?

Learnability

Do you embrace opportunities to learn, respect others' opinions and appreciate the lessons in your mistakes?

Agility

Do you welcome change, recognise the different priorities of others and understand the importance of adaptability?

HOW TO APPLY

IT'S BECAUSE OF YOU THAT WE'RE MAKING VISTRY BECOME PART OF OUR TEAM ONCE YOU'VE DISCOVERED OUR VISION, VALUES, PERKS AND PASSION.

COMPLETE YOUR ONLINE APPLICATION TODAY.

This programme is about making it as easy as possible to build a career in the property industry and that includes the initial application. If you then go on to complete the four-step process below, you could be on your pathway to success before the end of the year.

- 1 Application**
Complete the simple online application form and submit this by the deadline date.
- 2 Assessment**
If your application is chosen, you will be invited to join us at our assessment centres.
- 3 Interview**
If successful at the assessment centre you will be invited to join us for an interview (arranged around your schedule).
- 4 Decision**
We'll make our selections quickly after the interview, and successful applications will receive their offers to join the Pathway programme.

Email - futuretalent@vistrygroup.co.uk

Find out more about careers and culture with Vistry by visiting - vistrycareers.co.uk

Making Vistry by genuinely living our values.

Check out our Glassdoor reviews to see what our employees think:

glassdoor.co.uk







I HAVE BEEN PROVIDED WITH
A HUGE AMOUNT OF SUPPORT
AND OPPORTUNITY ON THE
GRADUATE SCHEME AND
IT'S BEEN A GREAT WAY TO
GAIN KNOWLEDGE WHILST
KICKSTARTING A CAREER



EMME ROSS,
GRADUATE TRAINEE





Part of the Vistry Group

DS06395 10.23