







BUILDING FUTURE TALENT

Higher Apprenticeship
Trainee Programme

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



BEGIN YOUR JOURNEY TO SUCCESS AND HELP US MAKE VISTRY

**GIVING ANY TRAINEE FROM ANY
BACKGROUND THE CHANCE TO GET A HEAD
START IN THE PROPERTY INDUSTRY.**

At Vistry, 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 'Rise' Trainee 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, and opens the door to passionate individuals from all backgrounds to rise through a fulfilling and rewarding career at Vistry.

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

It's your time to make Vistry.
Read on to find out how

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.





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



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

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



OUR DEDICATION TO FUTURE TALENT

AT VISTRY GROUP WE ARE COMMITTED TO DEVELOPING AND FOSTERING FUTURE TALENT THROUGH A RANGE OF EARLY CAREER ENTRY POINTS.

We are investing our passion, energy and commitment into our 'Rise' Trainee Programme, providing an entry avenue for you to rise through a supported higher apprenticeship programme, and into a fulfilling and purposeful career.

We are proud to have a large number of our team members, from all backgrounds, in 'earn and learn' positions across the business. They are invested in, supported and encouraged through their study, to enable them to elevate themselves and continuously develop.

Vistry is committed to building communities through high-quality design and build. A key enabler in achieving this is establishing an inclusive culture with a diverse talent pool that reflects the communities we work with, and embraces future talent at all levels.



**WE ARE PROUD TO
HAVE A LARGE PORTION OF
OUR TEAM MEMBERS, FROM
ALL BACKGROUNDS, IN 'EARN
AND LEARN' POSITIONS
ACROSS THE BUSINESS.**



WE ARE PROUD TO BE...



Top Employer Awards
Best for Mental Health
Winner 2023



**MAKING
VISTRY**

RISE

OUR TRAINEE PROGRAMME

MAKE VISTRY ONE STEP AT A TIME

OUR 'RISE' TRAINEE PROGRAMME OFFERS AN INITIAL HIGHER APPRENTICESHIP, WITH ROOM TO PROGRESS ONTO A DEGREE APPRENTICESHIP.

It is the first step on a rewarding journey, to rise up and find your professional purpose. Supporting you to reach your professional goals, both individually and as part of a team.

At Vistry we recognise that not everyone will follow the exact same pathway, but we pride ourselves on the structure and support we put in place for you to grow.

Our Trainee Programme is designed to develop exceptional housebuilding professionals in the Vistry Way. You will be supported to initially complete a L4 Higher Apprenticeship before potentially progressing to a Degree Apprenticeship, all whilst earning a great salary and market leading benefits package.

On the programme you will specialise, in one of three roles:

- ▶ COMMERCIAL TRAINEE
- ▶ CONSTRUCTION TRAINEE
- ▶ DESIGN AND TECHNICAL TRAINEE



You will have access to an experienced line manager helping you to reflect on your goals, understand where you are currently in your development, review your options and to explore the best way forward for your career journey. Helping you to succeed and reach your goals.

During the programme your performance and development will be regularly reviewed and you will receive feedback on how you are doing. You will also have the opportunity to participate in short-term shadowing in other disciplines, further broadening your knowledge and experience.

On successful completion of the programme your career journey will continue, and you will be encouraged to continue your learning, whilst building on your experience working on a variety of different projects. Underpinning your early career will be a suite of development days and masterclasses helping you to develop and grow.





HAVING JOINED THE BUSINESS AS A TRAINEE MYSELF JUST OVER 20 YEARS AGO, I CAN WHOLEHEARTEDLY VOUCH FOR THE SCHEME'S 'HANDS-ON APPROACH.' GETTING TO SUPPORT A PRODUCTION TEAM ON A LIVE SITE, WHILST STUDYING PART-TIME, WAS INVALUABLE AND REALLY HELPED MY CAREER. EVERY DAY BRINGS A NEW CHALLENGE, AND IT'S GREAT TO BE PART OF THE DECISION MAKING PROCESS FROM THE START.



BRADLEIGH COKER,
ASSOCIATE DIRECTOR FOR PRODUCTION

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 'Rise' Trainee Programme also offers a fantastic range of benefits that will help ensure you stay focused on your future rather than worrying about the present.



Salary

£19,000 – £21,000 depending on experience

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

Holiday entitlement

28 days per year plus bank holidays, with the option to buy or sell up to 5 days

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

Apprenticeship is fully funded

Life assurance

4 x annual salary

Permanent contract

Our full commitment & investment in your career, not just your trainee 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 if required, 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 trainee, 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.

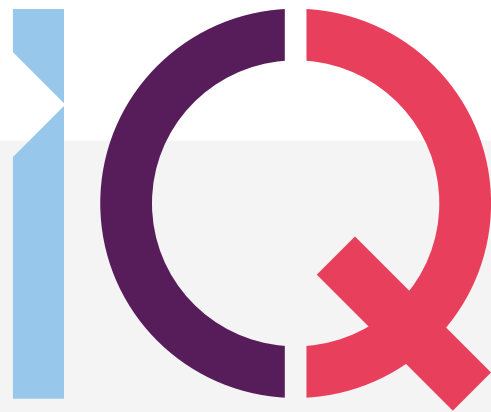


OUR VALUES

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

COMMERCIAL TEAM



I HAVED WORKED AS A QUANTITY SURVEYOR FOR OVER 20 YEARS NOW, AND LOVE IT. I ENJOY THE CHALLENGE OF FINDING WAYS TO PROVIDE THE BEST PRODUT FOR THE BUDGET, WHICH COMES WITH REAL RESPOSIBILITY WHERE WE ARE BUILDING HOMES AND CREATING BETTER ENVIRONMENTS. THE BEST PART OF A PROJECT IS SEEING PEOPLE MOVE IN AND GETTING TO SAY 'I HELPED CREATE THAT'.



JOANNA FARNSWORTH
SENIOR COMMERCIAL MANAGER

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.



POTENTIAL CAREER PATH



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

CONSTRUCTION TEAM



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.



POTENTIAL CAREER PATH



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



DESIGN AND TECHNICAL TEAM



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.



POTENTIAL CAREER PATH

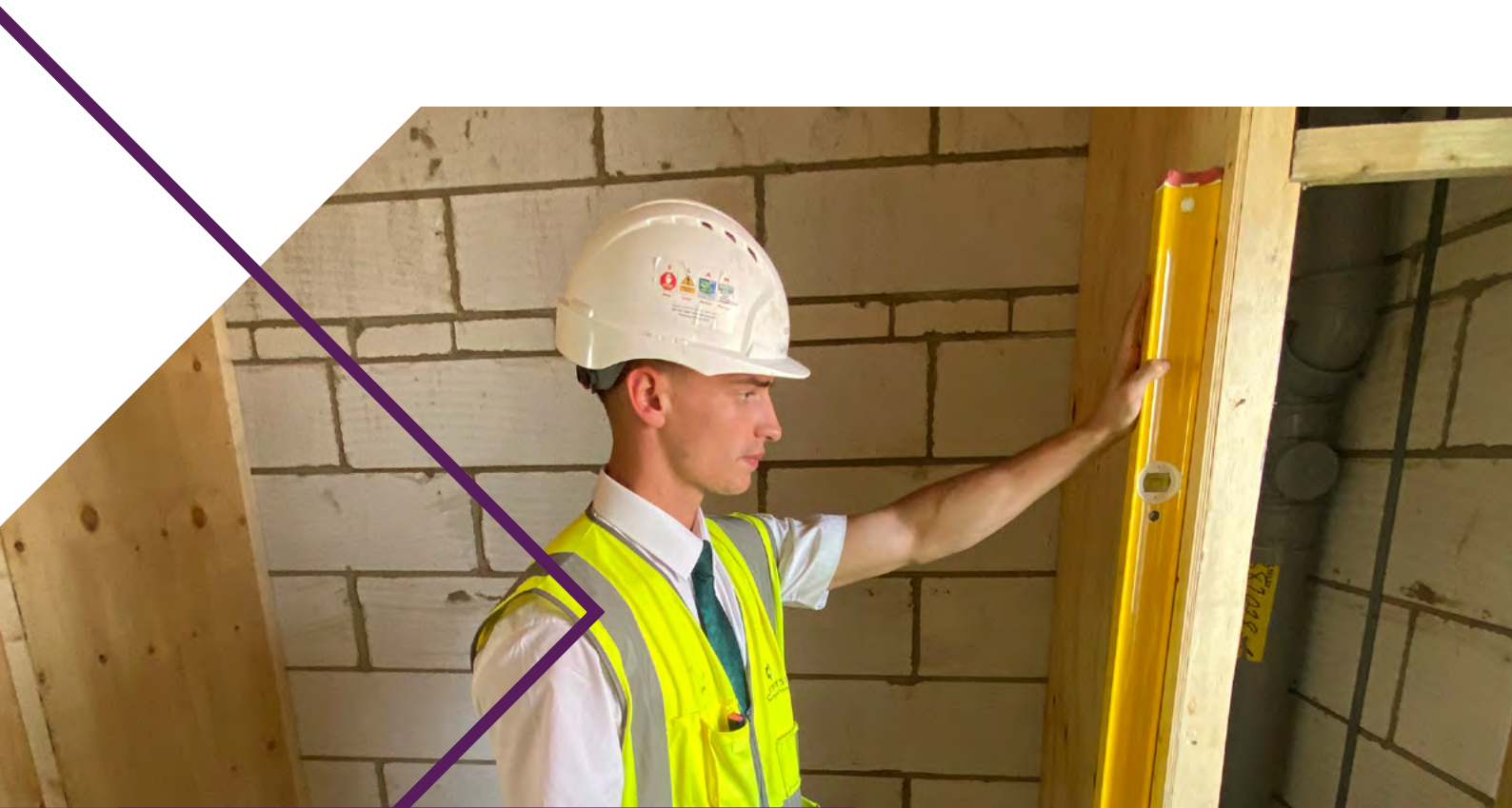


TYPICAL INTERESTS

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

YOUR PROFESSIONAL DEVELOPMENT



THE OPPORTUNITY
TO UNDERTAKE A LEVEL 4
APPRENTICESHIP PROVIDED
ME WITH THE PERFECT BLEND
OF THEORETICAL AND PRACTICAL
EXPERIENCE, HELPING ME TO
PROGRESS IN MY CAREER.



**AS A TRAINEE YOU WILL
INITIALLY UNDERTAKE
A LEVEL 4 APPRENTICESHIP
IN LINE WITH YOUR ROLE:**

- Design & Technical Trainee
L4 Construction Design & Build Technician
- Construction Trainee
L4 Construction Site Supervisor
- Estimating & Quantity Surveying Trainee
L4 Construction Quantity Surveying Technician

By undertaking a higher apprenticeship, you will be fully funded to complete your qualification, whilst earning your salary and package. We have specialist training providers who deliver each of the apprenticeships, who are truly experts in their field, to give you the best learning experience possible. Your provider will provide the formalised training elements and the off-the-job training required for your apprenticeship.

You'll be able to commit a portion of your working time towards your study, ensuring that you are able to complete your qualification confidently using the knowledge you are gaining every day within your role at Vistry. Our teams will help you to develop your broad, detailed knowledge base, by working on projects you'll be proud of, experiencing all areas of your department. The combination of your apprenticeship study and the technical learning within your role, will ensure you are well placed to move through your chosen career path with confidence and passion – that's why we call it our 'Rise' programme!

FURTHER STUDY: DEGREE

**OUR COMMITMENT TO YOUR DEVELOPMENT
OUTLASTS YOUR LEVEL 4 APPRENTICESHIP, AND
SHOULD YOU WISH TO, WE WILL SUPPORT YOU
THROUGH FURTHER STUDY.**

Your Level 4 Higher Apprenticeship is just the starting point, and opens the door for you into a Level 6 & 7 Degree Apprenticeship, should you wish to pursue it.

We can support and fund you through this next step in your professional development, which provides you with a fantastic opportunity to gain a degree (equivalent to a full Bachelor's and Master's) whilst earning in your role. We'll identify a suitable apprenticeship standard for you, relative to the role you are doing, and will again enlist a specialist training provider to deliver your Degree Apprenticeship.

It is a revolutionary way to gain a degree, without the university debt, and it's available to you at Vistry!



PERSONAL DEVELOPMENT

WE ARE COMMITTED TO UNLOCKING YOUR POTENTIAL.

Our 'Rise' Trainee Programme is all about nurturing your 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.

Development Days

Tailored training focused on key personal development areas, including confidence, communication, resilience etc.

Networking

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



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 on a day to day basis, ensuring that you gain the knowledge to competently equip you within your role, and to ensure that your study stays on track.

3

Your apprenticeship provider is directly responsible for delivering your specific training in order to fulfil your apprenticeship and gain your qualification, they are the subject matter experts and your assessor will be a key figure throughout the programme.

4

Your personal development plan will help you to define your future career path, and set out the key steps to help you get there. Your line manager can help to develop your plan, and ensure that they are able to support your ambition.

5

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





THE THING I AM ENJOYING MOST ABOUT THE PROGRAMME IS THAT THE MAJORITY OF THE COURSE IS LEARNT ON THE JOB. I'M ABLE TO WORK ALONGSIDE THE SITE TEAM WHO ARE MORE THAN HAPPY TO ANSWER ANY QUESTIONS I HAVE AND SHOW ME ALL ASPECTS OF THE JOB ROLE.



GEORGIA ASTBURY
CONSTRUCTION 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.

As our programme offers a formal qualification, there are some entry requirements to ensure that you are able to undertake your Level 4 Higher Apprenticeship. Ideally, you'll have:

- **4 GCSEs (C or above, or Grade 4-9)**
including Maths & English
- **2 A Levels or equivalent level qualifications**
Which could be a BTEC or a Level 2 or 3 Qualification

Our training providers are flexible when considering previous experience, so please don't be put off if you have relevant experience, but don't tick all the boxes above, apply today and we can discuss your eligibility with our providers.

Whilst there are educational criteria to consider, for us, it's all about you. If you are passionate about pursuing a career in property, and can see yourself in the below 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 three-step process below, you could be on your pathway to success before you know it.

- 1 Application**
Complete the simple application done via our careers website www.vistrycareers.co.uk
- 2 Assessment Centre**
Successful candidates will be shortlisted and invited to attend an assessment centre, this may be hosted in person or virtually depending on the volume of applications.
- 3 Interview**
Upon completion of the assessment centre, successful applicants will be invited for an interview, arranged around your availability.
- 4 Decision**
We will make our selections quickly after the interview and successful applicants will be notified as soon as possible

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





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Part of the Vistry Group

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