

Vistry

# Building future talent.

Graduate Pathways Programme.



**Bovis  
Homes**   
Est. 1885

  
**COUNTRYSIDE**  
Homes

**Linden**  
Homes

Part of the **Vistry** Group

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## An award-winning graduate destination

Giving graduates 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 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*

Danica, Group People Director





# About Vistry

We create places where people love to live, forming sustainable communities that are built to last.

We're Vistry, and we believe in our purpose as a responsible developer. We work in partnership to deliver sustainable homes, communities, and social value, leaving a lasting legacy of places people love.

What we're building as a market leader is exciting – and you could be part of it. We've made a commitment to have 5% of our workforce in earn and learn positions. It's all part of making Vistry by building and developing the workforce we need.

Through our partnerships and established customer brands we're aiming to build more homes yearly on all types of land: greenfield, brownfield, regeneration, public and partner funded.

When you become a Vistry graduate, we'll encourage and support your development throughout our structured, rotational programme. You'll gain insight across various departments, all while you utilise your degree, further your skills and experience, and grow your knowledge. Real responsibilities in your role will help you make an impact, make your career, and make Vistry.

We invest in our graduates, because you're the leaders of tomorrow!



Part of the Vistry Group



## 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.





**Pathways to  
Construction.  
Real Estate.  
Commercial.  
Design &  
Technical.  
Your future.**

## **As part of our Pathways, you're Making Vistry**

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.

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

Upon successful completion of your rotations, you will have all the knowledge you need to continue in your career at Vistry with confidence.



# Your professional development

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.

“

**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.



Competitive salary and annual bonus, based on company performance.



Up to 34 days' annual leave plus bank holidays.



Company car/car allowance scheme.



Educational/professional membership support.



Private medical cover, with employee paid cover.



Contributory pension with Legal & General up to employee 5%, employer 7%.



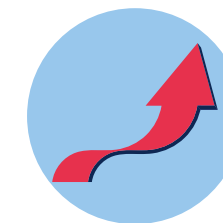
Family-friendly leave policies.



Volunteer Days – 2 x days per year.



Life assurance - 4 x salary scheme contribution.



ShareSave scheme lets you save monthly, using the money to buy company shares at a discounted price.

# Smart working

At Vistry, 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.



# 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

- 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



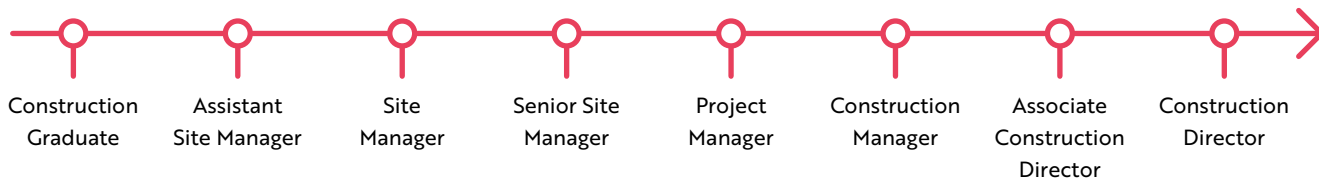
# Pathway to Construction

## 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.

- Month 1–4:** Construction & SHE Awareness
- Month 5–7:** Technical
- Month 8–10:** Development, Land & Partnerships
- Month 11–13:** Construction
- Month 14–15:** Customer Service
- Month 16–18:** Transition to future construction role

## 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



“

**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



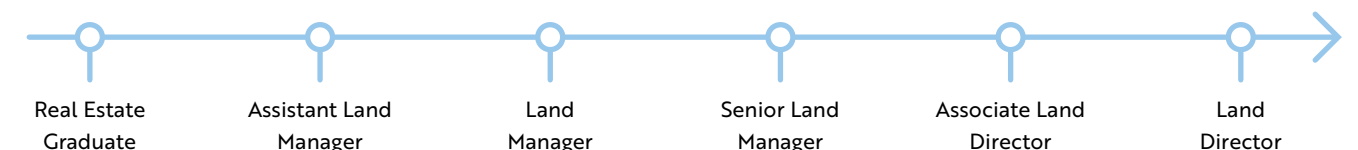
# Pathway to Real Estate

## About the role

Our real estate pathway covers our land, planning, strategic land and 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.

- Month 1–3:** Development, Land & Partnerships
- Month 4–5:** Technical
- Month 6–7:** Commercial
- Month 8–10:** Development
- Month 11–13:** Construction
- Month 14–15:** Regional Finance
- Month 16–18:** Transition to future real estate role

### 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 and influencing
- Project management

“

**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

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



# Pathway to Commercial

## About the role

Our commercial department is responsible for estimating and managing our development costs and quantities, procuring materials and 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.

- Month 1–3:** Commercial
- Month 4–5:** Estimating
- Month 6–7:** Buying
- Month 8–9:** Regional Finance
- Month 10–11:** Technical
- Month 12–13:** Development
- Month 14–15:** Construction
- Month 16–18:** Transition to future commercial role

\*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 and influencing
- Process management



“

**I really enjoyed the rotational aspect of the graduate programme. It allows you to build long-lasting relationships with people in other departments, which you can rely on when you do move into your chosen discipline.**

”

Aaron Murray,  
Commercial Graduate



# Pathway to Design & Technical

## About the role

Our design & technical teams are responsible for the planning and design elements of our sites, and 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.

- Month 1–4:** Technical
- Month 5–7:** Development
- Month 8–10:** Commercial
- Month 11–13:** Construction
- Month 14–15:** Regional
- Month 16–18:** Transition to future design and technical role

### 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

“

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



# Personal development

## Graduate Development Programme (GDP)

We are committed to unlocking your potential.

**Timing:** October–December  
**Format:** Hybrid (Face-to-Face and Zoom)

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.

### Workshops:

- Personal Resilience
- Communicating With Impact
- Managing Up
- Effective Planning
- Programme Review

### Programme Subjects

The GDP has been especially curated to meet the needs of Graduates starting at Vistry.

#### Personal Resilience

This workshop will focus on the key steps to building physical, mental, and emotional resilience. When we are resilient, we deal more effectively with the inevitable setbacks and challenges of life, whether in work or in our personal lives. Resilience delivers strength, energy and the ability to remain optimistic for the future, even during tough times.

#### Communicating With Impact

This interactive workshop is designed to help build confidence, talk with clarity, and impact all areas of public speaking. Whether preparing for interviews, presentations, or networking events, an attending delegate will learn practical techniques to engage any audience.

Through immersive activities, peer feedback, and real-time coaching, every Graduate will leave with a stronger Personal Brand and with an enhanced toolbox they can use immediately. All of which, will enable them to fast-track their own progression and success.

#### Managing up

Having a healthy, positive relationship with their Line Manager makes their work-life much easier, and it's also good for their job satisfaction, career, and for them personally when those inevitable challenges occur. According to Forbes, managing up is an indispensable skill and strategy for any professional to possess regardless of where they are on their career journey. This is especially the case during times of significant change or when people are facing challenging workloads.

#### Effective Planning

This workshop is ideal for anyone who ever finds that they do not have enough hours in their day, or struggles with procrastination, or seems to always be rushing things at the last minute. In this practical and engaging session, Graduates will explore tools to help maximise their time, prioritise the challenges they face, and make their days more productive.

#### Programme Review

This session provides a comprehensive reflection on the knowledge, skills, and experiences gained throughout the GDP. Graduates will assess their personal and professional growth, key learnings, and articulate how the programme has prepared them for their future career progression.

#### Ambassadorship

Inspiring future generations about careers in our industry, representing Vistry 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.



## 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 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.
- 3. A buddy** is assigned to provide informal support and help with integration into local and regional teams.
- 4. Your line manager** is directly responsible for you and assumes the role of mentor/coach throughout the programme, remaining close to the Rotational Supervisor.
- 5. 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.
- 6. Future Talent Committee** is a platform available to all Graduates and Trainees to feedback and voice their thoughts and ideas of the programme, to help enhance and strengthen our Future Talent offering.





# 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

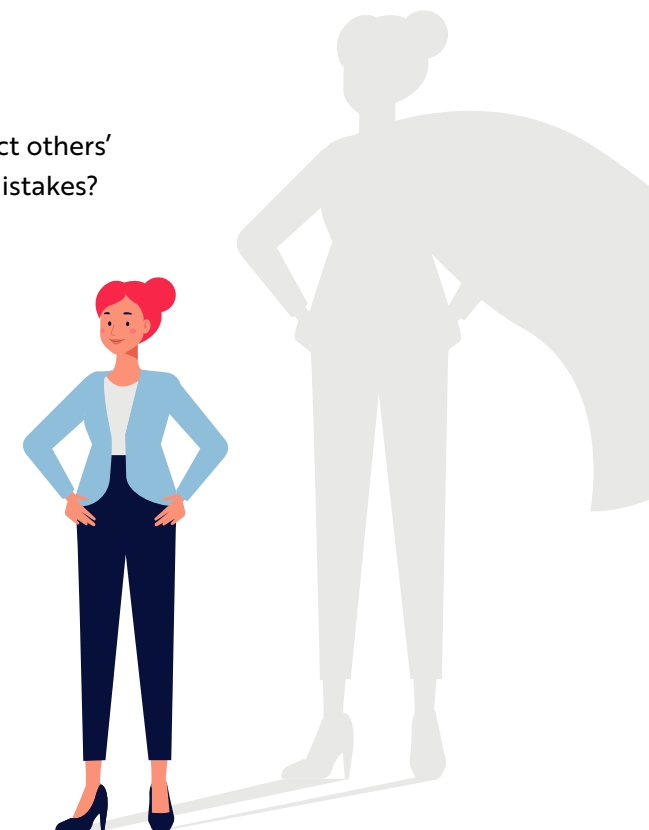
Do you care about others, believe in inclusivity, act without judgement and see the value in being yourself?

## 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 construction 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**  
Simply complete the short online application form to apply. If you pass the initial screening questions, you will be sent a link to complete a short online assessment too. Please submit this as quickly as possible so we can consider your application further.
- 2. Assessment and Interview**  
If your application is shortlisted, you will be invited to join us at one of our assessment centres, which will include an interview on the same day.
- 3. Decision**  
We'll make our selections quickly after the assessment day, and successful candidates will receive their offers to join the Pathway programme.

**Making Vistry by genuinely  
living our values.**



- Email: [FutureTalent@vistry.co.uk](mailto:FutureTalent@vistry.co.uk)
- Find out more about careers and culture with Vistry by visiting: [vistrycareers.co.uk](https://vistrycareers.co.uk)
- Check out our Glassdoor reviews to see what our employees think: [glassdoor.co.uk](https://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



[FutureTalent@vistry.co.uk](mailto:FutureTalent@vistry.co.uk)  
[VistryCareers.co.uk](https://VistryCareers.co.uk)