

Vistry



# Building future talent.

RISE Trainee Programme



Part of the **Vistry** Group

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## Begin your journey to success and help us make Vistry

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*

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 trainee, we believe in the investment and potential of nurturing our future talent. Our structured trainee programme, RISE, covers three, higher apprenticeship pathways, offering a suite of development opportunities and enrichment to kick-start your career.



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.







# Our dedication to future talent

At Vistry 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.



# 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 Level 4 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.

On successful completion of the programme and apprenticeship 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.



“

**I've enjoyed the support I've received so far, especially from my site team and manager. I like being able to go on site and see the progress of the project as it develops.**

”

Thalia McGivney,  
Construction Trainee.



# 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.



Competitive salary and annual bonus, based on company performance.



Up to 34 days' annual leave plus bank holidays.



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



Apprenticeship is fully funded.



Life assurance - 4 x salary scheme contribution.



Educational/professional membership support.



Private medical cover, with employee paid cover.



Laptop, mobile phone and uniform, if necessary.



Volunteer Days – 2 x days per year.



Family-friendly leave policies.



# Smart working

At Vistry, 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

- 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



# RISE

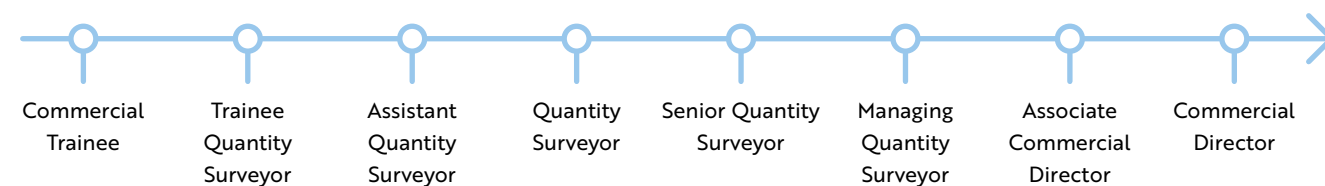
## Commercial Team

### 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.

### 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



“

**The RISE programme has been such an amazing experience for me! I've had the chance to get involved in a variety of projects, learn so much from the team, and really grow in confidence. I feel supported every step of the way, and it's given me the perfect start to my career.**

”

Emily Shears,  
Commercial Trainee





“

**The RISE Trainee programme has given me an excellent opportunity, to develop my skills as a construction trainee, providing me with the first-class resources and support throughout my time on site and the apprenticeship programme.**

”

Louie Clark,  
Construction Trainee.

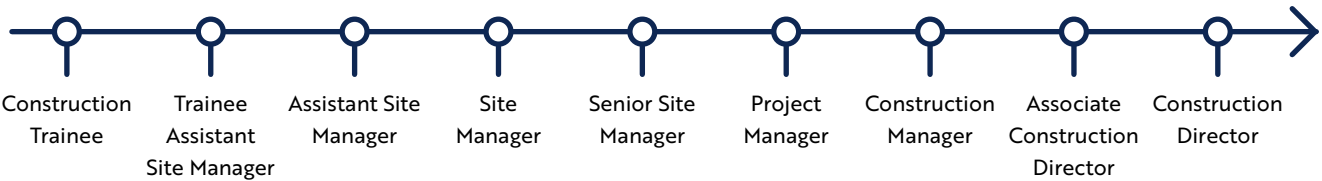
# Construction Team

## 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



# RISE

## Design and Technical Team

### About the role

Our design and 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.

### 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



“

**I'm enjoying the new opportunities to grow and build my skills. My contribution to shaping the built environment is rewarding.**

”

Kyla Beard,  
Design and Technical Trainee



# Your professional development

As a trainee you will initially undertake a Level 4 Apprenticeship in line with your role:

- **Design & Technical Trainee**  
Level 4 Construction Design & Build Technician
- **Construction Trainee**  
Level 4 Construction Site Supervisor
- **Estimating & Quantity Surveying Trainee**  
Level 4 Construction Quantity Surveying Technician

By undertaking a higher apprenticeship, you will be fully funded to complete your qualification, whilst earning your salary and package.

You will be enrolled onto a Level 4 apprenticeship with one of our training providers, who will support your learning whilst you are on programme. They will deliver the formalised training elements and the off-the-job training required for your apprenticeship.

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

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 and 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.

\*\* Subject to age related eligibility \*\*



“

“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.”

”



# 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 housebuilding 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 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.

## Development and Workshop Days

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



## 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.
- 6. Our 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.

“

**Starting my journey through the RISE programme has been a positive and motivating experience. You are surrounded by people who want you to succeed and who give you the tools to build your skills, confidence and future in the best way possible.**

”

Samar Saddique,  
Design and Technical Trainee

# About you

We believe in commitment, passion and most of all, people.

If you have a genuine interest in the construction 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. To be eligible, we ask for:

- 4 GCSEs (C or above, or Grade 4-9) including Maths & English
- 2 A Levels or equivalent level qualifications which could be a BTEC/TLevel or a Level 3 Qualification (or the predicted grades, if currently studying)

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 construction 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 online and you will be sent a link to complete a short online assessment.

3.

### Decision

We will make our selections quickly after the interview and successful candidates will be notified as soon as possible.

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.

## 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://www.glassdoor.co.uk)





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