

REDROW GRADUATE DEVELOPMENT PROGRAMME





A BETTER WAY TO LIVE

Redrow are one of the UK's largest and most successful five star housebuilders. Our purpose is simple; we build beautiful homes in places people want to live. We don't just pride ourselves on building quality homes – we build quality careers too!

People are at the heart of what we do and we have a long history of supporting people to establish and grow their career within Redrow. **We are proud that over 15% of our entire workforce is a trainee – and you could be one of them!**

Our two year graduate development programmes provide a meaningful journey that nurtures leadership capabilities and the skills that you need to feel readily prepared to build a successful career at Redrow.

Based in either one of our divisional offices or at our head office, you will follow a structured programme and be supported and mentored by industry experts. Our programmes give the opportunity to work closely with a talented and committed team that have made Redrow such a successful business.

Our two year programmes are designed to develop you towards early responsibility in a supportive environment. From the offset, you will be supported to enhance your skills and knowledge through structured training and guidance, enabling you to excel in your chosen career.



OUR VALUES

Over Redrow's history, spanning nearly 50 years, it has earned a unique reputation for quality and building beautiful homes where people want to live.

To help achieve this, Redrow has developed three sustainable business themes: Creating Thriving Communities by Building Responsibly and Valuing People. Implementing this strategy, whilst engaging with colleagues and stakeholders, helps Redrow deliver significant value to investors and the wider community.



Thriving communities

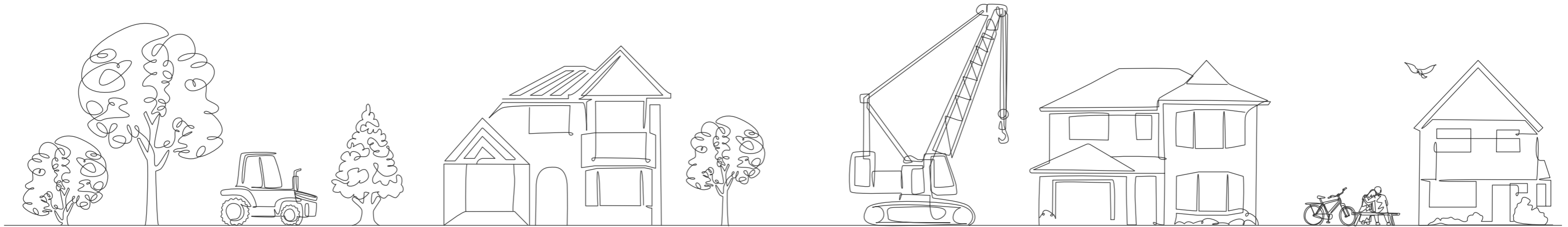
We develop thriving communities by creating better places to live. There are three strands which support this work: Nature For People, Placemaking For Wellbeing and Homes For All.

Building responsibly

Ensuring our sites are safe places to work, live and visit is central to our build operations. The themes which support this activity are Working Safely and Considerately, Putting Our Customers First and Managing Our Resources Efficiently.

Valuing people

We invest in training and development to help our people fulfil their potential and ensure we continue to be a great place to work. We strive to recruit and retain a diverse workforce and partner with organisations to help attract young people into the industry.



WE OFFER THREE DIFFERENT GRADUATE DEVELOPMENT PROGRAMMES WHICH PROVIDE YOU WITH THE OPPORTUNITY TO START AN EXCITING CAREER IN AN AREA THAT EXCITES AND INTERESTS YOU

1. REDROW GRADUATE DEVELOPMENT PROGRAMME - DIVISIONAL

Our Divisional Graduate Development Programme combines meaningful exposure to our industry and provides insight into all aspects of how our business operates.

During the first year of the programme you will have the opportunity to rotate around every area of the business to demonstrate your strengths and discover where your talent fits best.

Every two months you will rotate in order to gain exposure into each of our key divisional departments. Whether you're completing a land appraisal, making a bid on a plot of land, reviewing a technical drawing, running a construction site or selling one of our homes, you'll have the chance to experience it all before deciding in which area you would like to specialise in your second year.



3. Customer Services

It is our aim to deliver an exceptional experience to our customers and we are proud that we have been declared a five star house builder by the Home Builders Federation. During this rotation you will gain the understanding of what qualities our Customer Services team need to empower them to deliver such outstanding service. You will have the opportunity to liaise with customers to offer support and guidance once they have moved into their new home.



4. Land and Planning

The land and planning rotation offers a fantastic opportunity to gain real experience of how our teams identify, evaluate and secure sufficient sites for residential development, on the most cost effective basis. You will also gain experience with our planning teams who support the division's strategic land objectives by achieving and maintaining a quality land bank.



1. Construction

During your time within the construction department you will gain valuable experience working on a Redrow development site overseeing the physical build process of our homes. This fast-paced, hands-on rotation will enable you to work with a number of highly skilled professionals and get a first-hand insight into how our award winning homes are built.



2. Sales

Our sales department creates the vital link between the work of our construction teams and the customer to ensure that prospective purchasers experience Redrow homes at their very best. During this rotation you will be provided with the training to build in-depth product knowledge and will gain the opportunity to support customers throughout their journey of purchasing a Redrow home.



5. Technical

The technical rotation offers a first-hand insight into how our award winning homes are designed and offers an insight into how we stay at the cutting edge of technology and materials. You will liaise with internal and external stakeholders to help design roads, sewers and open spaces and support with the production of site layouts and street scenes.



6. Commercial

It's the role of our commercial department to make sure that every investment we make, every penny that we spend, is spent wisely. During this rotation you will be introduced to Redrow's surveying and procurement processes. You will be involved in monitoring and controlling costs to ensure the development is being built within budget, looking to find betterment and introduce savings in both efficiency and costs wherever possible whilst maintaining a level of quality and safe working.

2. REDROW GRADUATE DEVELOPMENT PROGRAMME - CONSTRUCTION

This Redrow Graduate Development Programme allows you to gain valuable experience working on a Redrow development site overseeing the physical build process of our homes.

This fast-paced, hands-on programme will enable you to work with a number of highly skilled professionals on site and get a first-hand insight into how our award winning homes are built. As we continue to grow, we want you to grow with us as we discover new ways of building homes that push the boundaries of innovation and exceed expectations.

During the first year of the programme you will have the opportunity to rotate around every area of our business to demonstrate your strengths and understand how each of our key departments interlink. You will spend your first month within the construction team and then one month at a time within the other divisional departments, including sales, land & planning, commercial, technical and customer services. After gaining an understanding of the responsibilities of each department you will spend your final 18 months' within the construction department.



“ One of the many things which I like about working on site is that everyday presents a new challenge and an opportunity to learn new things. I work with the Site Manager to supervise all sub-contractors and trades. A typical day for me would consist of ensuring everyone on site is signed in, carrying out site inductions, updating traffic management plan where necessary, monitoring health and safety matters, carrying out inspections, ordering materials and scheduling work to be carried out in line to reach our production targets. I have also taken on some additional responsibilities, such as Customer Care and being the Covid-19 supervisor on site.

I feel that I have made the right decision choosing Redrow. Their culture, values and support of personal development are some of the reasons. Having a strong willingness to learn makes me keen to constantly develop my skills and have been able to attend so many training courses in person and online. I am looking forward to gaining more knowledge and experience from working with different departments as part of the graduate programme. As I come to the end of the graduate programme, I can't wait to start the next chapter with Redrow. ”

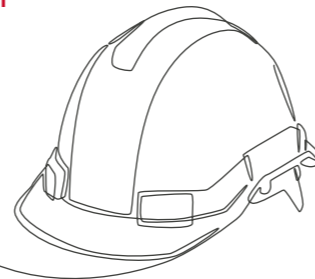
Obinna Ebizie, Assistant Site Manager



“ I've been at Redrow's North West division for eight years, I'm currently working at our South Liverpool development, Allerton Gardens - and I want to inspire confidence in other women who wish to work in the industry. I started working in construction after completing a Building Surveying degree at Liverpool John Moores University, followed by a two-year graduate programme at Redrow that led to my appointment as an Assistant Site Manager across the North West.

I've had so much encouragement in my construction career and I feel so proud of what I've managed to achieve so far. I have had to overcome a lot of self-doubt in this role due, to public stereotypes regarding women working in the industry; however, I can see women working in the industry becoming the norm, and it makes me proud to think I played a small part in getting to the stage we are at now! ”

Megan Woodburn, Site Manager

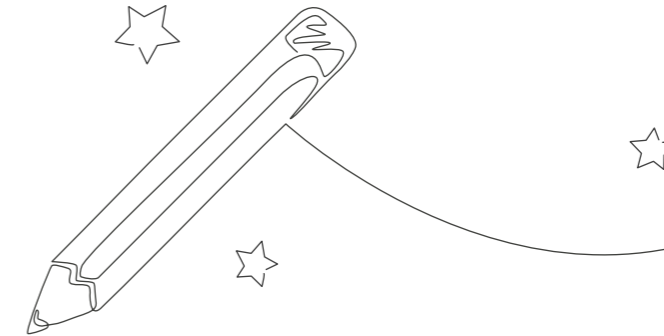


3. REDROW GRADUATE DEVELOPMENT PROGRAMME - GROUP SUPPORT

Our two year Redrow Graduate Development Programme within one of our group support functions will ensure you gain a breadth of valuable business experience early in your career.

This programme offers the opportunity to be mentored in a specific department by some of our most experienced and knowledgeable colleagues. We have a wide range of professional talents employed in our group support functions including **marketing, health, safety and environmental, sustainability, finance, human resources, learning and development, IT and legal**. These departments are key to the success and efficient running of the business and at Redrow can offer a varied and rewarding career.

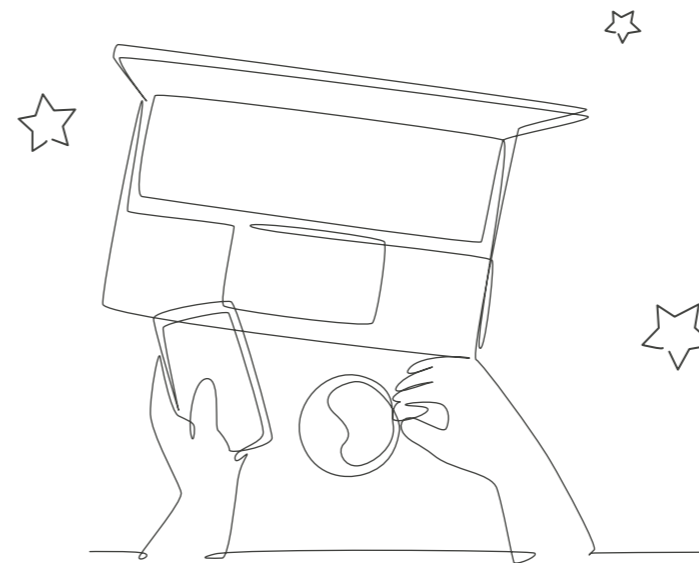
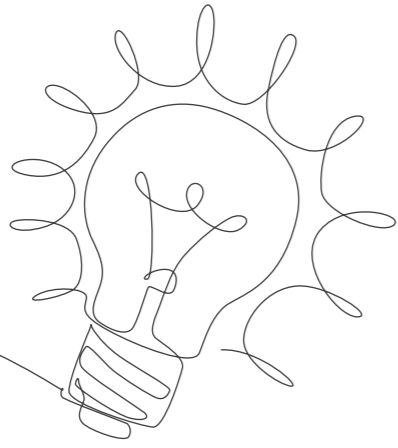
Over a two year period, you will be supported to develop your knowledge and skills through a structured training programme. After this two year period you will be well-equipped to excel in a role that plays to your unique strengths and interests utilising the skills you've developed throughout the programme.



“ Even from my first interview, it was clear Redrow values its graduates and they would offer opportunities for me to progress within the company. But most of all, the work itself was interesting. I chose this role because I have always loved IT and data and I could see I would be joining a small, focussed team, with opportunities to learn from others too.

My day mainly consists of answering queries about our data from people around the business, as well as creating and maintaining reports which use our data to provide insights throughout the business. I have been given the opportunity to study for Microsoft certification so that I can help to maintain our databases. It's extremely gratifying to see those first reports being used, knowing that I was involved from the beginning. I would recommend Redrow to a graduate placement because the company has been incredibly supportive to me, personally and professionally over these tumultuous few years. They have a clear commitment to developing talent internally, and creating opportunities for people. My goal is to progress within the IT department, which is expanding as part of the company's digital transformation. ”

Dylan Evans, Senior Data Analyst



WHO ARE WE LOOKING FOR?

Besides academic qualifications, we are looking for qualities that cannot be measured or tested but can be seen: enthusiasm, drive and determination. We want graduates who can help shape our business of the future – now that’s an exciting challenge.

- A minimum of a 2:2 degree
- Drive and ambition with a positive “can do” attitude
- Adaptable and curious with a keenness to learn, improve and progress
- Self-confident, articulate and resilient
- Able to work on your own initiative and be a strong team player
- Energetic and enthusiastic about achieving your goals
- Good communication skills, both written and verbal



BENEFITS AND REWARDS

We want you to love your job and feel rewarded for the contribution you make. By joining us you can expect a competitive salary in addition to many other benefits.

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| | Generous holiday entitlement with service days | | Cycle to work scheme |
| | Flexibility in working hours | | Enhanced maternity/paternity pay |
| | Holiday buy, sell and carry over | | Pension scheme |
| | Volunteering days | | Share plan |
| | Employee recognition | | Wellbeing initiatives |
| | Competitive bonus scheme | | Employee discounts |
| | Healthcare | | |



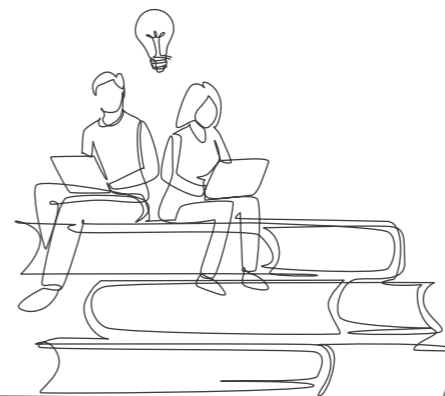
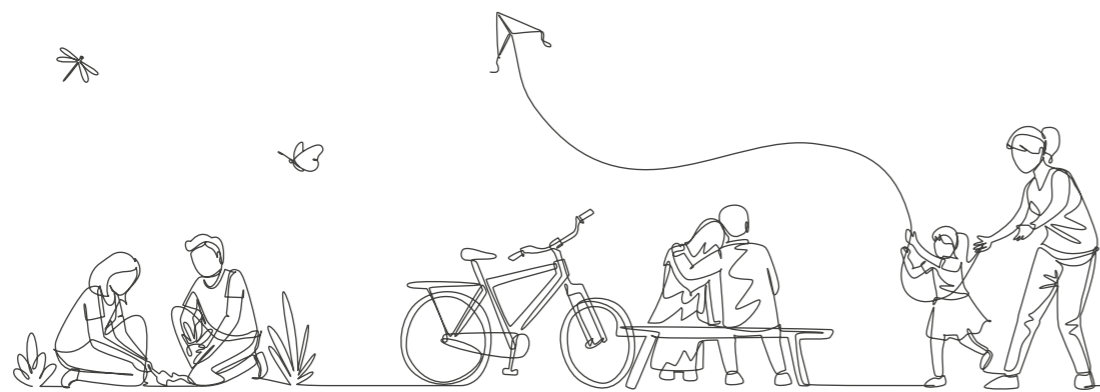


WHAT MAKES REDROW SO DIFFERENT?

Over almost 50 years, Redrow has earned a unique reputation for quality and building beautiful homes where people want to live. Our aim is to create a better way to live by developing thriving communities, building responsibly and valuing people

We promote a culture of development and believe in investing in each individual to help them fulfil their personal goals, excel in their current role and support their future career progression. We are proud that 15% of our current workforce are trainees, and you could be one of them! At Redrow we are committed to continuously promoting Equality, Diversity and Inclusion (ED&I) throughout the business to build a culture that is inclusive to all, actively values difference and ensures everyone is treated fairly and with respect. By valuing individuality and uniqueness we create a sense of belonging.

Supporting the physical, emotional and financial wellbeing of our people really matters and it's something we take very seriously. The health and wellbeing of our employees and sub-contractors is embedded at the heart of our culture and as part of this, we offer a wide range of wellbeing programmes, initiatives and education to support our colleagues both in work and in their personal lives.



WHAT TO EXPECT WHEN YOU APPLY

The application process



As part of your application, you will be invited to complete a video interview, online assessment centre and a face-to-face interview. Our Redrow Graduate Development Programmes will start in **September 2024**. We look forward to receiving your application – good luck!

FAQS

When do the graduate schemes open?

Applications will open in autumn 2023 for our 2024 Graduate Development Programmes

When would I start?

All of our Graduate Development Programmes start in September 2024

What degree disciplines do you accept?

Whilst it helps to have a relevant degree, we accept any degree discipline. Previous cohorts include a variety of degree background including criminology, psychology and events management.

What courses and activities will I attend?

In addition to the on the job training, your programme will start with a two day induction at our dedicated training centre in Tamworth, where you'll learn more about our business and your programme. It's a great opportunity for you to meet your fellow graduates. It's not just about learning the job, our bespoke Development Workshops have been designed to support graduates with their personal development journey and are a great opportunity to network with fellow graduates over the two year programme.

We encourage you to network as much as possible during your programme, in addition to the graduate community network you will have the opportunity to join a variety of groups, including our Women's network; Empower, Equality, Diversity and Inclusion Working Group, Wellbeing Champions and Mental Health First Aiders.

What happens at the end of the programme?

The breadth of experience will help you think about your future at Redrow; beyond being a graduate there are a wide variety of roles for you to consider as you reach the end of your programme. You should be well equipped to excel in a role that plays to your unique strengths and interests utilising the range of skills you've developed over the two year programme.



REGISTER YOUR INTEREST



As we continue to grow, we want you to grow with us as we discover new ways of designing quality homes that push the boundaries of innovation and exceed expectations.

CONTACT US

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