

# THE MAKING OF YOU

Graduate &  
Undergraduate  
Programmes

[redrowcareers.co.uk/graduates](http://redrowcareers.co.uk/graduates)

 **REDROW**  
A BETTER WAY TO LIVE



# THE MAKING OF YOU

Quality is the cornerstone of our business. So from the moment you join us, you can be sure that you will be working with – and learning from – the very best.

We need bright graduates with real enthusiasm, drive and determination to help us deliver more award-winning developments.

If that's you, there could be an exceptional future for you with us. As well as superior training, you'll enjoy real opportunities to be mentored and developed by the best in the business.

As the company continues to grow and develop you will have a key input into helping us develop and implement changes in all aspects of the business as well as helping us discover new ways of creating homes that push the boundaries of innovation and meet the evolving needs of our customers.

## ABOUT US

Redrow is one of the most successful housebuilders in the UK. Over our 40-year history, we have built a unique reputation for quality. As a firm, we pride ourselves on creating beautiful homes and communities that people love to live in. We apply the same level of care and attention to detail as we do to developing our own people too.

## MORE THAN JUST CONSTRUCTION

It takes over 2000 people to do what we do. While many are involved in the planning, design and construction of our homes, we need graduates with other talents too; connecting with our customers and selling our homes, as well as providing our business with vital support.

## BRIGHT FUTURES

Perform well and impress us and you could have a bright future here. Just ask our former graduates Sarah Cooper, Lee Hawker, Paul Sinclair and David Faraday – all of whom are now Directors at Redrow.

There'll be plenty of opportunities for you to shine too. Redrow is a vibrant business with lots going on. Right now, we have over 128 new developments across England and Wales – with plenty more in the pipeline.

**Apply now and this could be  
The Making of You!**



*"I am really happy to have been offered a place with Redrow on their Graduate programme. What really attracted me to the programme was how much opportunity for development and training was available with Redrow and I am really looking forward to learning as much as I can in this challenging and exciting industry"*

### ADIL

Adil joined Redrow in 2016 as a construction graduate, after completing an MSc in Construction Project & Cost Management at Coventry University.

## ROTATIONAL PROGRAMME

This two-year programme will see you gain exposure to virtually every aspect of Redrow.

Through a series of placements, you'll acquire a real insight into how our business works before choosing where to specialise. 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.

## STRUCTURED PATH. MAXIMUM EXPOSURE.

This programme is nothing if not rigorous. You'll spend time with the teams directly involved in the making of our homes, as well as in key support functions. All the while you'll be mentored by one of our Managing Directors, who'll take a personal interest in your professional development.

## OVER THE COURSE OF 24 MONTHS, YOU'LL COMPLETE PLACEMENTS IN:

**LAND** Securing land for future developments

**TECHNICAL** Designing and engineering homes

**SALES** Helping customers secure their dream homes

**CONSTRUCTION** Overseeing the physical build process

**CUSTOMER SERVICE** Finding new ways to help customers

**COMMERCIAL** Controlling costs on projects

You'll also spend some time with our other key Head Office functions including Marketing, HR, IT, Finance or Legal, to further increase your business awareness.

What's more, as you develop a clearer idea about where your interests lie, you'll have the opportunity in the final year to pursue two placements in areas of your choosing (subject to business need).

# GRADUATE CONSTRUCTION MANAGEMENT PROGRAMME

Construction is at the heart of what we do. It's where we turn the vision of our designers into a reality – creating beautiful homes for our customers.

This programme is an intensive two-year introduction to Redrow's building process, designed to give talented graduates the skills and understanding to manage the construction of our award-winning homes. Based on site, you'll gain hands-on experience of the entire build process from start to finish.

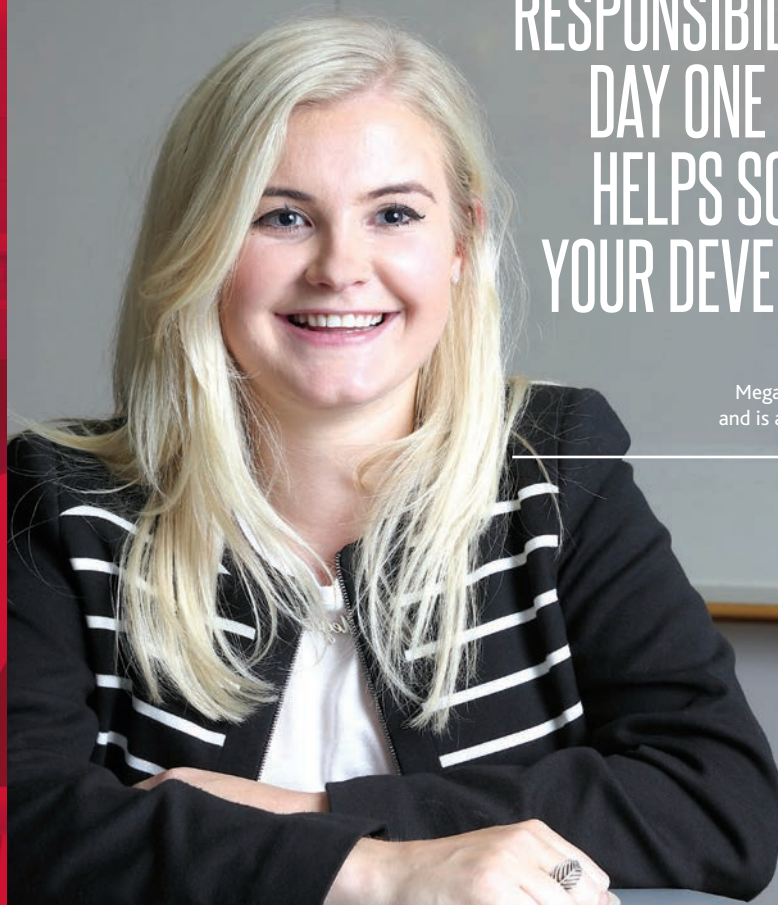
Your responsibilities will include overseeing all aspects of the build process including the management of all trades on site and Health & Safety, ensuring continuous improvement in quality and ongoing commitment to legislation.

Working in partnership with our site teams and mentored by a construction director, you will also have the opportunity to undertake other formal training as well as working towards your Chartered Institute of Building (CIOB) membership.

**15%**  
**DIRECT EMPLOYEES**  
**ARE TRAINEES**  
within the  
business

**FTSE 250**  
**COMPANY**

**£250M**  
**PRE TAX PROFIT**  
2016



## THEY GIVE YOU RESPONSIBILITY FROM DAY ONE AND THAT HELPS SO MUCH IN YOUR DEVELOPMENT.

MEGAN

Megan joined Redrow in July,  
and is a construction graduate.

## UNDERGRADUATE PROGRAMME

Looking for a placement that will develop your skills? We've invested a lot into our undergraduate programme to make sure it equips you for the demands of the real world. Over the course of 12 months, you'll learn what it takes to succeed in an industry-leading company – while being paid a salary at the same time.

To apply for this programme, you must be on a degree course that recognises and supports 12-month industrial placements.

Wherever you join us, you'll gain practical work experience working alongside skilled professionals. What's more, you'll also benefit from internal training courses and have the chance to participate in one of our community challenges.

## WHAT TO EXPECT

Whether you are interested in one of our graduate or undergraduate programmes, you can expect to be mentored and supported by the very best.

Our programmes are structured and designed to get the best from you. Through a combination of formal training and on-the-job coaching, you'll quickly acquire the skills you'll need to succeed. You'll have responsibility, clear objectives and the support of a high-profile business mentor.

Outside of your day-to-day role, you'll also be given an opportunity to get involved in community challenges and initiatives. These will test your ability to work in a team as well as your communication, planning, coordination and practical skills.

Impress us over the course of the programme, and you could look forward to further career opportunities with Redrow, whether this be potential sponsorship of continued university study or a full-time position at the end. Depending on your skills and interests this could see you starting a fulfilling career virtually anywhere within the company.





# NEXT STEPS

## OUR REQUIREMENTS

To apply for any of our programmes, you'll need to have (or be expecting) a 2:1 degree or higher. For most of our programmes, the subject of your degree is not important. We're more interested in your personal qualities. You'll need to have initiative, plenty of drive, strong commercial acumen and be a team player. If you have a full driving licence too, this would be a real advantage.

## THE APPLICATION PROCESS

To apply you'll need to complete the online application and upload your CV and covering letter at [redrowcareers.co.uk](http://redrowcareers.co.uk)

If your application matches our requirements, you may be invited to an assessment day early next year. Pass this stage and you'll then be invited to attend a second interview. Candidates who successfully pass this final stage will then be contacted shortly after with a formal offer.

## REWARDS & BENEFITS

If working for an award-winning company with a fantastic reputation for investing in people isn't enough, you'll enjoy a range of benefits from day one.

### THESE WILL INCLUDE:

- Competitive salary
- Annual bonus
- 24 days annual holiday
- Generous pension scheme
- Discounts on a variety of products and services (Redrow+PLUS scheme)

## GRADUATE BLOG

Each year's intake are asked to share their experiences with Redrow on our Graduate Blog. For more information on the varied and interesting roles, projects and activities you might have the chance to be involved in, straight from the graduates and undergraduates themselves, please visit [www.redrowgraduates.co.uk](http://www.redrowgraduates.co.uk)



SEPT	APPLICATIONS OPEN	
OCT		
NOV		
DEC	APPLICATIONS CLOSE	
JAN		
FEB	ASSESSMENT DAYS COMPLETED	
MAR		INTERVIEWS COMPLETED
APR	OFFERS IN PLACE	
MAY		
JUN		
JUL		
AUG	START DATES * *Subject to programme	
SEPT		