

MANAGEMENT TRAINEE PROGRAMME



OUR DEDICATION TO FUTURE TALENT

At Countryside we are committed to developing and fostering future talent through a range of early career entry points. We are investing time, energy and passion into our Management Trainee Programme, providing an entry level platform for a fulfilling and purposeful career.

We are proud to have 150 colleagues, from diverse backgrounds, who are in work and learn positions across the Group. They are supported by their teams to progress and deliver at every stage in their development.

Countryside 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.

“

We are proud to have 150 colleagues, from diverse backgrounds, who are in work and learn positions across the Group.

”



ABOUT COUNTRYSIDE

Countryside is a leading UK home builder specialising in building communities, not just houses. Creating places of character and quality, where people aspire to live.

With 60 years' experience, we have a reputation for high quality design and build, sound governance and good management practices.

Our business is focused on placemaking which we deliver through two complementary divisions, Housebuilding and Partnerships. The Housebuilding division develops sites that provide private and affordable housing, on land owned or controlled by the Group. Our Partnerships division specialises in regeneration of public sector land, delivering private and affordable homes by partnering with local authorities and housing associations.

A placemaker's skill is to understand the true spirit of a place. To recognise its character to best shape its future. To enhance the public realm for the way we live today.

We are passionate about everything we do today and are proud about the legacy we leave behind. We care deeply about creating places people love.

Our Partnerships division develops projects in partnership with local authorities and housing associations.

Mixed tenure delivery

Larger scale placemaking

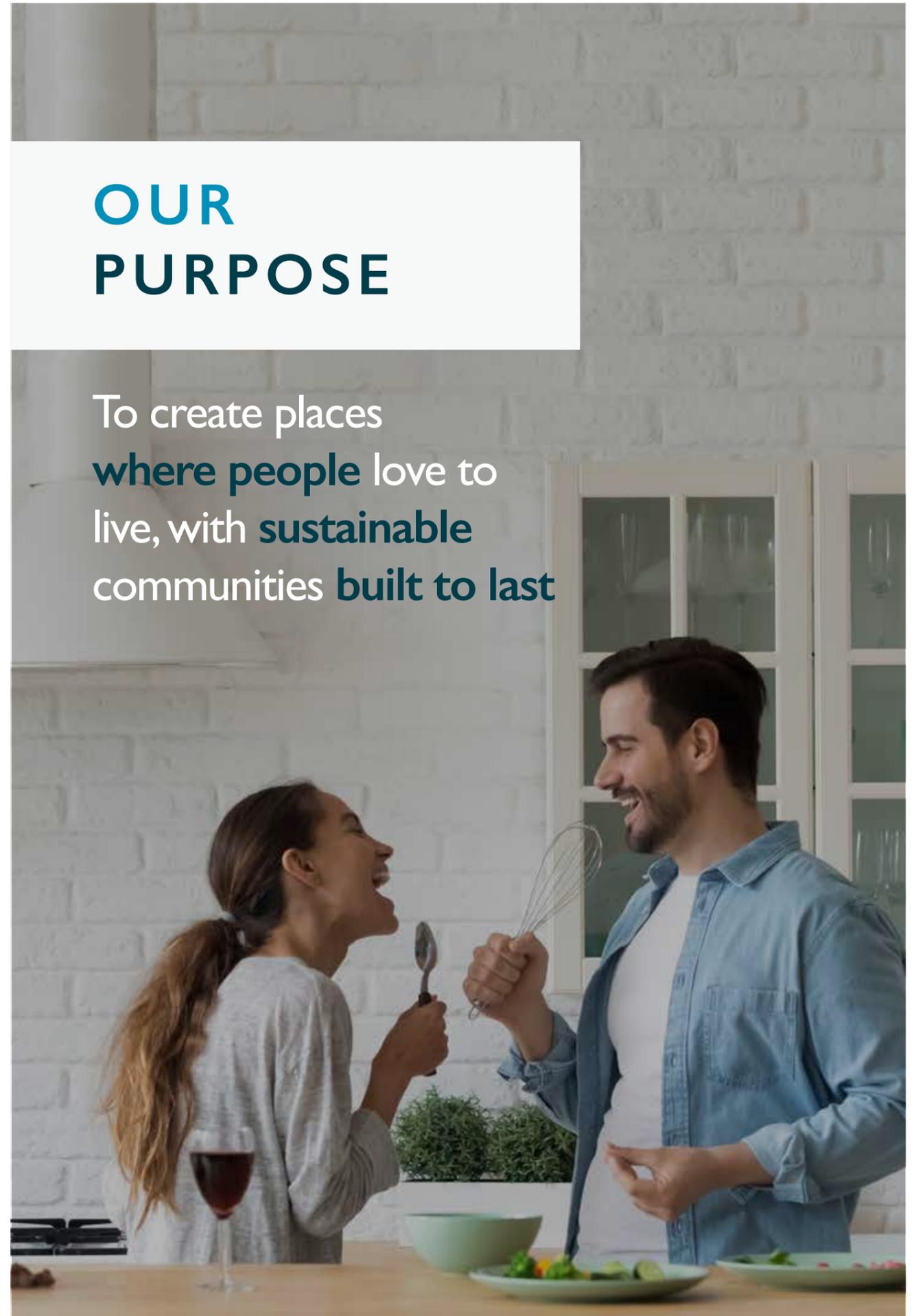
Public sector land

The Housebuilding division leverages a strong strategic land bank to deliver higher quality homes to local owner occupiers within 50 miles of London.

Mixed tenure delivery

Larger scale placemaking

Public sector land



OUR PURPOSE

To create places
where people love to
live, with sustainable
communities built to last

OUR MANAGEMENT TRAINEE PROGRAMME

Our two-year Management Trainee Programme is the first step on a rewarding journey to finding your professional purpose. Supporting you to reach your professional goals, both individually and as part of a team. At Countryside 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 Management Trainee Programme is designed to develop exceptional housebuilding professionals in the Countryside Way. You will be supported to complete a L4 Higher Apprenticeship, earning a competitive salary whilst you learn.

On the programme you will specialise on the job, in one of four roles:

- Quantity Surveying
- Estimating
- Assistant Site Management
- Technical Coordinator

You will have access to an experienced mentor 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 regular 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.



THE ROLES

ESTIMATOR

Estimators calculate how much construction projects will cost, factoring labour, material and equipment requirements and assist with cost reporting. They negotiate with suppliers and gain quotes from subcontractors and use this information to compile detailed cost proposals for a client. A qualified Estimator can progress to senior roles such as a Commercial or Estimating Director.



“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. I have been able to apply the knowledge I have gained from my training in my role, which has helped to build my overall confidence.”

HARRY LATHAM

QUANTITY SURVEYOR

Quantity surveyors support the tender process and ensure value for money on a project by estimating and controlling costs for construction projects, ensuring quality and legal compliance. As a quantity surveyor you will be responsible for helping to cost projects, set budgets, estimate quantities and work to project timelines. Much of the information you provide will be shared with others. A qualified Quantity Surveyor can progress to senior roles such as a Commercial Director.



“When I started working at Countryside, I had an interest in the construction industry however I didn't know how I wanted to progress my career.

A Surveying apprenticeship within the Partnerships division, provided a secure alternative to being in full-time education. Not only did the coursework increase my knowledge of construction, the vital practical experience was available from attending site on a weekly basis.

I would highly recommend a career within the construction industry. There is a growing demand and ample opportunities available within it. Never be afraid of being a beginner.”

PAIGE HUMPHRIES

ASSISTANT SITE MANAGER

Assistant site managers work on building sites, ensuring projects are completed safely, on time, to a high standard and within budget. They maintain and ensure the monitoring of health and safety and adherence of good working practices. Site managers will coordinate with the supply chain, surveyors and project teams, to ensure a development remains on track. They are responsible for ensuring the project has enough staff, machinery and materials to get the job done. Your career can progress to a Site Manager or Construction Director.



“

Learning about the entirety of the build and seeing the project develop in front of your eyes is one of the most fulfilling aspects of working in construction. It gives me immense job satisfaction knowing that I made an important and lasting contribution to the customer.

Working as a trainee with Countryside has been a thoroughly enjoyable experience. The collaboration from the Site Managers, trades and the surrounding departments have been fantastic, and the knowledge I have gained is invaluable.

I have been able to take elements learnt on my apprenticeship and use them whilst on site, which has been an enormous help in understanding numerous processes.

My future goals would be to continue learning new things and challenging myself further. The sky's the limit!

”

KRIS ANDERSON

TECHNICAL COORDINATOR

Technical drawings and designs are used during the build and on-going maintenance of a structure. Design managers bring together architects, structural and service engineers, along with specialist designers to create coordinated designs and technical drawings. Your career could progress into a Design or Technical Director.

“

I really enjoyed completing this apprenticeship. I have only been in the construction industry for the last 3 years and by completing this apprenticeship I have started to understand more about how the industry works. It has helped me fill in the gaps within my current role enabling me to progress. Going over everything from different types of procurement routes to scheduling and time management on site.

”

VICKY DONN

YOUR CAREER DEVELOPMENT

AS A TRAINEE YOU WILL
UNDERTAKE A LEVEL 4
QUALIFICATION IN ONE
OF THE FOLLOWING
APPRENTICESHIP
STANDARDS:

- Construction Design and Build Technician
- Construction Site Supervisor
- Construction Quantity Surveying Technician

By learning and earning on the job, you will be fully funded to complete a HNC equivalent apprenticeship. We will link you with the relevant provider who will deliver the formalised training elements, providing the off-the-job training required for your apprenticeship. As you are in work with Countryside, you will be supported to develop a broad and extensive knowledge base, working on projects you'll be proud of!

THE BENEFITS

- A starting salary from £18,000 with progression linked to meeting study and work performance.
- Twenty-five days annual holiday plus bank holidays.
- A rewards package allowing you to personalise benefits to suit you and your family including life assurance and private medical cover.
- Online cashback and discounts.
- Personal pension plan.
- Bonus scheme.
- Private Medical Cover.



AT COUNTRYSIDE WE PRIDE OURSELVES ON
SUPPORTING YOUR DEVELOPMENT. YOU WILL:

- Earn an income, whilst learning and gaining practical experience on a variety of projects; so, no university debts.
- Have a dedicated line manager who will undertake regular reviews with you, giving you feedback on what you are doing well as well as identify any development areas.
- Be introduced to a dedicated mentor who will provide continuous guidance and reassurance throughout the programme.
- Have your very own development plan which will include a range of both knowledge based and interpersonal learning opportunities.
- Have access to our digital learning platform helping you track your learning plan, access bitesize learning and online communities.
- Be networked with fellow trainees.
- Become a STEM ambassador, giving you skills to support young people thinking about a career in construction.



COUNTRYSIDE
Places People Love