

Management TRAINEE PROGRAMME



Earn while you learn



AND TAKE YOUR FIRST STEP TOWARDS A REWARDING CAREER

Interested in receiving a competitive salary while studying for your degree in a dynamic and fast-paced industry? That's exactly what's on offer with The Hill Group's Management Trainee Programme.

We're looking for ambitious individuals who want to be part of our forward-thinking, family-run housebuilding company. In return for your talent and enthusiasm, our Management Trainee Programme provides you with a five year apprenticeship that will enable you to work towards a degree whilst gaining valuable hands-on experience working within our inclusive and experienced teams.

You will work across several departments as you experience the wide variety of roles available such as contract surveyor, site manager or architectural technician. Once you've successfully completed the programme, a rewarding career awaits with a guaranteed role upon qualification.



What's in it for you?

Achieve an accredited degree while working	Laptop for business and university use	YOU'LL ALSO BE THE ENVY OF YOUR FULL-TIME STUDENT FRIENDS WITH THE FOLLOWING PERKS:		
Competitive salary		Life assurance	Personal pension plan	Subsidised social events
Travel expenses paid to/from university	No student debt	26 days paid holiday a year	Private healthcare and medicash scheme	
	A guaranteed job at the end of the training programme	Company car* and mobile phone		
To apply for our Management Trainee Programme, please send your CV and covering letter to learn@hill.co.uk				

*Subject to performance

Why choose a career in construction?

Housebuilding is one of the UK's most successful industries and remains a vital and integral part of our economy.

The consistent demand for quality new homes creates an industry offering a secure and often lucrative career path. In addition, the construction industry encompasses a wide variety of roles suited to different skill sets, interests and personalities, so there really is something for everyone.

A vital UK industry	Variety of roles to suit different skill sets
Building a brighter future with a sustainable approach	Rewarding work creating a lasting legacy
Opportunity for career progression	Excellent earning potential

The benefits of working with Hill

As well as our first-class training, we offer a wide variety of roles and the chance to work on and influence industry-leading projects, with a great support network.

Our innovation and commitment to provide homes appropriate to each location makes for a winning formula. We build over 2,850 homes a year, and have a diverse pipeline of more than 14,000 homes. Our **strong finances** puts us in a fantastic position to continue building on our success, and deliver our vision to be the **UK's leading, most trusted housebuilder, creating exceptional homes and sustainable communities.**

Since we launched the Management Trainee Programme in 2003, we have welcomed over 250 trainees to the business.

More than 25% of our employees are either trainees or graduates of the programme, with many having progressed to senior management roles.

We invest heavily in the Management Trainee Programme because we fully appreciate how important these early years are and we truly believe that our trainees are the future of this company. As a family-run business, we are passionate about creating opportunities, nurturing talent and helping our people reach their full potential.



Laying the foundation for your future

Once you've been accepted onto our Management Trainee Programme, you'll enjoy a challenging new career as you learn with one of the UK's leading housebuilders.

During term time, you'll typically work four days a week within The Hill Group, with the fifth day dedicated to university. A personal mentor from within the business will guide you throughout your journey as you spend time in our departments, gaining a broad understanding of our business practices and processes.

At the end of the five-year trainee scheme, you'll emerge with a degree, a thorough understanding of our business, a guaranteed job and no student debt. The next step will be for you to settle into your permanent role and embrace all the opportunities ahead of you as you progress your career in construction.



A day in the life of a Hill trainee

Lucy-Ann Wallace is a trainee site manager who joined the Management Trainee Programme in 2020. Here she shares what a day in her life looks like:



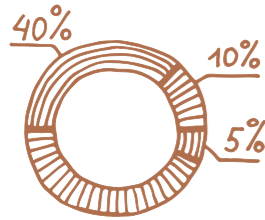
My day starts with an induction for new operatives and running through the morning briefings on site. These activities are hugely important to ensure the operatives understand our safety standards and the anticipated high-risk activities on site for the day.

I then head out onto site with my senior managers to oversee the practical work taking place, for example, inspecting steel reinforcement for a concrete slab pour. Before each pour, the site manager and engineer have to complete a QA form, which enables us to manage and document the quality of the work being produced. Being able to read drawings and inspect the quality of work is a big part of a site manager's job. I've found that everyone at Hill is incredibly supportive and takes the time to thoroughly explain different elements with trainees.

In the afternoon I participate in a virtual engagement event specifically for women working in the construction industry. I'm lucky that I had a support network around me to offer me opportunities within the industry from a young age, which is how I knew this was the career for me - not everybody is so lucky. I think it's important for me to promote the industry where I can so other women know what options are available.

Towards the end of the day, I sit down with my project manager to run through some university work that I want to improve. Being able to talk through the theory we are taught at university and deal with it in a practical environment is hugely beneficial, and greatly improves my understanding.

Career opportunities



Site Manager
The Site Manager's role is to deliver and manage an allocated project on time, to budget and safely. They ensure all trades follow and build the design specification. Site Managers control the build process on site and they ensure all materials are ordered, planned and delivered when needed.



Development Surveyor
A Development Surveyor's main responsibility is to manage the purchase and development process for land opportunities that may be considered by Hill. They will populate financial appraisals to analyse the feasibility of a development.



Contract Surveyor
Contract Surveyors are responsible for the cash management of each development, managing and analysing subcontractor packages with the aim to make a profit. They contain, control and accurately report past costs and future financial projections. The surveyor has an active relationship with the client and each subcontract trade.

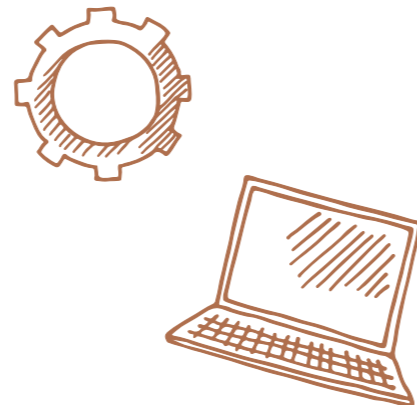


Architectural Technician
The Architectural Technician will prepare feasibility plans and design developments for Hill. They will work alongside the Development Surveyor to design projects in line with expectations and programmes. They are involved in drawing up planning applications and standard building details.

Planner
A Planner's role is to assist in the preparation of the whole life programmes, logistical plans and method statements, and advise on construction planning matters relating to tenders, budgets and negotiated projects to secure future workload for the Group.

Estimator
The Estimator's role is to assist the Estimator or Senior Estimator in the preparation of budget estimates, cost control documents and open market competitive tenders to secure future workload for the Group.

Technical Coordinator
A Technical Coordinator is responsible for the delivery of a complete design package from which a project is constructed. They have to coordinate and review designs from the architect and engineer to ensure that accuracy, buildability, current regulations and specific requirements have been incorporated.



Scan here to view more about our trainee vacancies



Current vacancies

Our next Management Trainee intake will be September 2025, for which we invite applications for the following positions:

Trainee Site Managers
All regions

Trainee Development Surveyors
All regions

Trainee Contract Surveyors
All regions

Trainee Architectural Technician
Cambridge

Trainee Planner
All regions

Trainee Estimator
All regions

Trainee Technical Coordinators
All regions

Applicants will require either three A-Levels at grade C or above, or a BTEC Extended Diploma in Construction or Engineering or T-Level grades equivalent (Acceptance to University Courses are based on UCAS points). Ideally, these grades will have been achieved within two years of the September 2025 start date (including current Year 13 students).

Please send your CV and a covering letter to learn@hill.co.uk detailing the role for which you would like to be considered, your predicted/achieved grades, home address and if you currently hold a full UK driver's licence. Or alternatively, please apply online via our careers website hill.co.uk/careers.

Building a flourishing career

At Hill, we believe in providing our trainees and employees with the experience they need to develop fully into their role. We want to challenge our people and support them through every step of their career with us, ensuring they have all the tools they need to succeed.



“The sky is the limit for your career!”



Harvey, Deputy Regional Director
Graduated 2012 Upper Second Class Honours

2012 graduate Harvey shares his story of progressing from trainee to his current role as Deputy Regional Director.

During my time at Hill, my proudest achievements include completing my degree and achieving a 2:1, being accepted into Hill's High Flyer Programme, and of course being promoted to Deputy Regional Director for the Southern Region. The Management Trainee Programme is an amazing opportunity to get into a really well paid and fun industry. Not only do you get a degree from a well-respected university, you also get to work for one of the brightest and most dynamic companies in construction, where the sky is the limit for your career. I would recommend the course to anyone coming out of sixth form looking for their next step in life.

A bit more about us

Hill is an award-winning housebuilder and one of the leading developers in London, the home counties, and the south, delivering both private for sale and affordable homes.

As a family-owned and operated company, we have grown to establish ourselves as the UK's second-largest, privately-owned housebuilder. Our impressive portfolio ranges from landmark mixed-use regenerations to inner city apartments and rural homes.

Employing more than 900 staff, we operate from six strategically-located regional offices, with our head office based in Waltham Abbey, Essex.

Hill has won more than 500 industry awards over the past 25 years. We are continually adapting our business model to be a leader in our industry, adopting innovative practices in relation to sustainable building techniques. We are also committed to developing new investment opportunities and partnerships, as well as investing in our leading Management Trainee Programme.



A diverse workforce

As part of attracting the very best talent into our industry, we believe in creating a welcoming and inclusive workforce in all areas of our business. These are the key initiatives we have implemented to date in our mission to become a fully inclusive employer:

- A diversity and inclusion policy to ensure Hill's ethics and beliefs are upheld
- Mandatory diversity training to foster a welcoming workplace culture
- Implementation of an anonymous reporting process specifically for issues concerning diversity and inclusion
- Active membership of an organisation promoting gender equality in the construction industry
- Recognition as a Stage 1 Disability Confident employer





Our successes

We have a strong track record when it comes to winning top industry awards for the places we create, and we're delighted that the same is true of our trainees. Recent awards and recognition for members of our Management Trainee Programme alumni include:



Lucy-Ann Wallace

Shortlisted for 'Trainee of the Year' at the National Federation of Builders Construction Awards of Excellence 2023.



Sachin Gor

Winner of the annual 'Outstanding Student in Construction Management' at the University of Westminster, for three consecutive years from 2020-2023.



Lauren Goodhew

Winner of 'Rising Star Award for the East Region' at the Women into Construction Awards 2022.



WE ARE PROUD TO HAVE CLOCKED UP MORE THAN 500 AWARDS OVER THE PAST 25 YEARS, MANY OF WHICH ARE THE INDUSTRY'S MOST PRESTIGIOUS.



Giving back

As well as a rewarding career, joining Hill will also give you the opportunity to give back and make a difference. We take our commitments to the communities we work in very seriously and are hugely proud of our charitable initiatives.

These include Foundation 200, our £15 million pledge to deliver 200 modular homes to charities and local authorities working with homeless people, set up by our founder and Group Chief Executive, Andy Hill, to mark Hill's 20th anniversary.

Each of the gifted homes provides a safe, comfortable dwelling which represents an opportunity for someone to rebuild their life and start afresh. Each property comes fully furnished, including everything a homeless person might need, from bedding to cutlery to clothes.

Due to continued demand for our SoloHaus homes, The Foundation 200 initiative is ongoing as we continue to work with local authorities and charities as they attempt to tackle the homeless crisis.



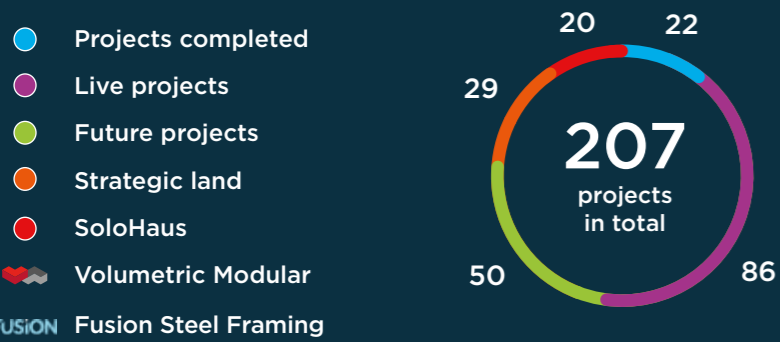
Scan the QR code to find out more about Foundation 200

Where we operate

We work across London and the South, from our head office and five further strategically placed regional offices.

Our trainees work from the most appropriate office, with a high proportion spending much of their time on site.

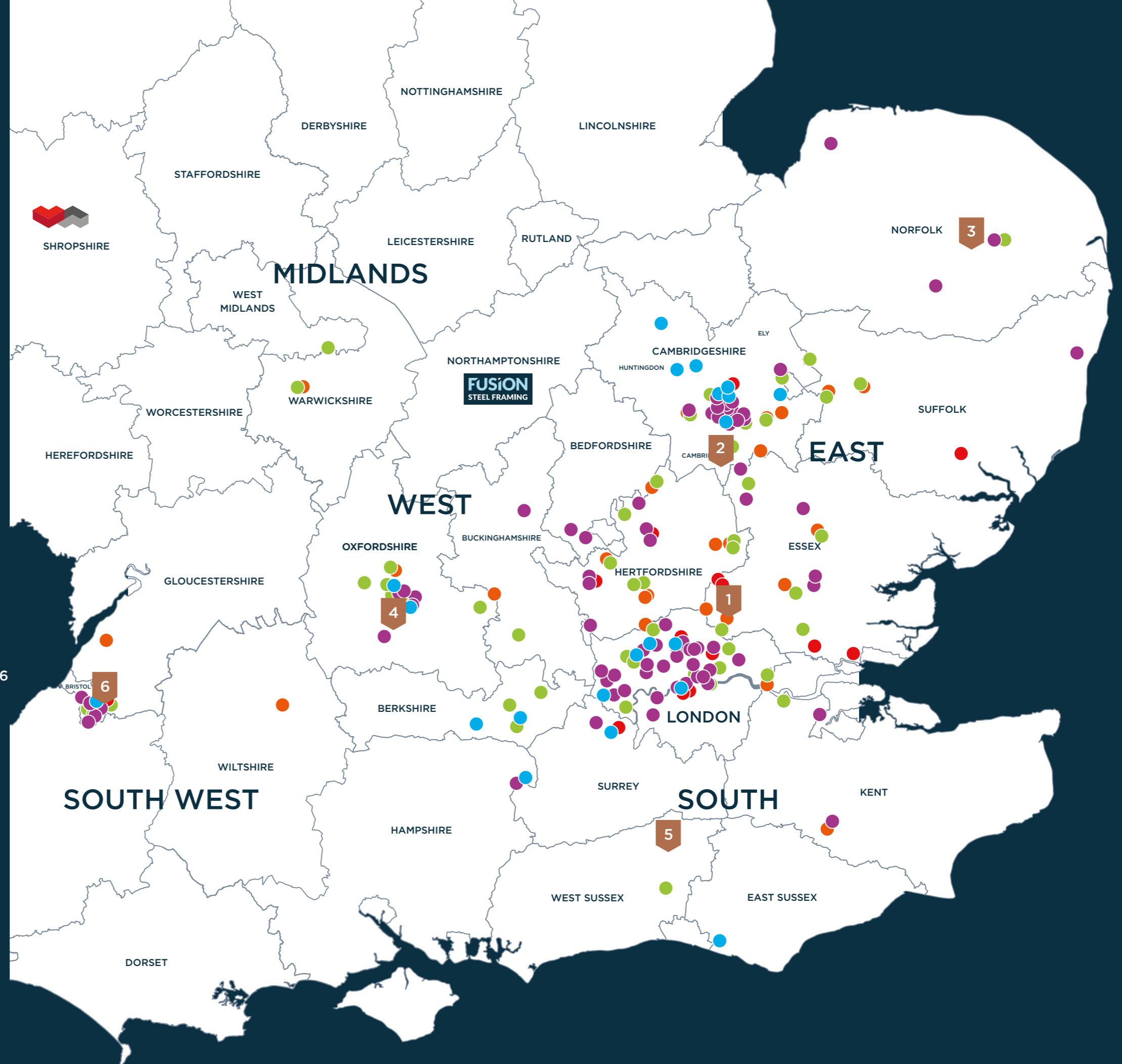
We carry out a diverse range of developments across our regions, from joint venture projects and private sale developments to affordable new homes for housing associations and local authority clients.



FUSION Fusion Steel Framing

HILL OFFICES

- 1 Head Office - Waltham Abbey, Essex (shared between all divisions)
- 2 Eastern and CIP - Ickleton, Cambridge
- 3 Eastern - Norwich, Norfolk
- 4 Western - Abingdon, Oxfordshire
- 5 Southern - Crawley, West Sussex
- 6 South West - Bristol



Celebrating 25 years

The Hill Group was founded in 1999, so now is the ideal time to take a trip down memory lane and see where it all began...

1999
Hill Partnerships was established, with a first office in Dagenham to get a London telephone number!

2001
Hill Partnerships completed its first projects

2001
The company moved to bigger premises in Chingford

2001
The management trainee programme started

2003
Western office opened

2003
We completed our first residential development, Brookmans Park in Hertfordshire

2004
First award win: Best New Homes in Britain at the Daily Mail Property Awards for Brookmans Park

2005
We opened our Cambridge office in Harston Mill

2006
We reached 100 employees

2007
We completed our first joint venture in Stevenage with Notting Hill Genesis

2009
We moved to our redeveloped head office at Gunpowder Mill, Waltham Abbey

2010
Awarded Best New Family Home at the Evening Standard New Homes Awards 2010 Winner for Verdigris Gardens, Bethnal Green

2011
We held our first Trainee of the Year Awards

2014
Won Medium Housebuilder of the Year at the Housebuilder Awards

2014
Achieved 5-star status in the HBF's Customer Satisfaction Survey

2014
Won Best Development at the WhatHouse? Awards for The Avenue, Saffron Walden

2015
We won WhatHouse Housebuilder of the Year for the first time

2015
Opened Crawley office to support expansion in the South

2016
Hill made the list of top 15 housebuilders!

2017
We announced our first investment partnership with Cambridge City Council

2018
We achieved revenues in excess of £500m and grew to over 500 employees

2019
We launched Foundation 200 to celebrate our 20th anniversary, pledging to gift 200 purpose-built, modular homes for the homeless charities and local authorities

2020
Acquired 50% of Volumetric Modular

2020
Hill won WhatHouse? Housebuilder of the Year award again and Best Development for Mosaics, Oxford

2021
We opened our Abingdon office to support operations in the West

2022
Our inaugural Supply Chain Awards were held

2022
Hill acquired Fusion Steel Framing

2022
Bristol office opened to support further expansion in the Southwest

2023
Our founder Andy Hill was awarded an OBE for services to affordable housing

2023
We exceeded £1bn in turnover in a record financial year

2023
We won WhatHouse? Best Large Housebuilder of the Year in our first year of entering, and Housebuilder of the Year for the third time

2024
Celebrating 25 years of being in business, we now have over 900 employees and 6 regional offices



Scan to watch our anniversary video



hill.co.uk



Hill Group UK



HillGroupUK