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Weston MD Jim Wood

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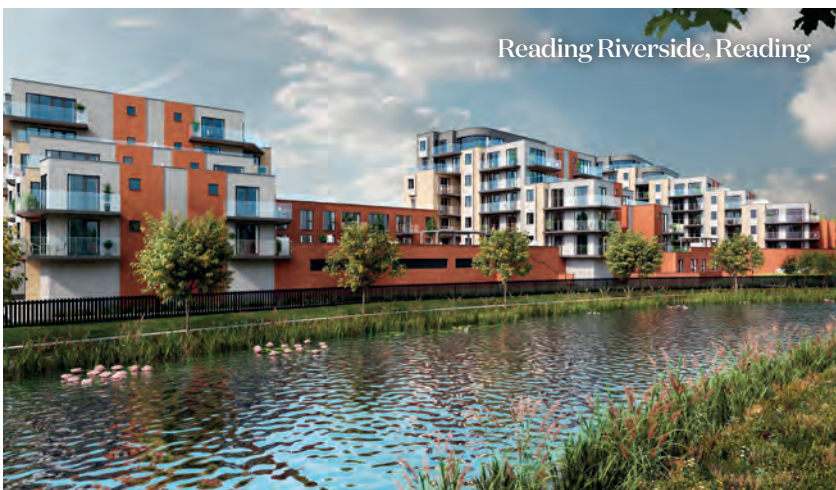
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Our Future

With a development pipeline of 7,500 new homes with a completed value of over £2bn, Weston Group is forecast to double in size in the next five years.

To help achieve this, a 10 year plan was put in place two years ago, adopting a 'top-down approach', analysing all aspects of the business to ensure the plan was ambitious but also achievable.

The 10 year plan and the future forecasts are built on the following core principles that have guided the Group since the beginning: operate in the south east of England; avoid building homes in London Zones 1 & 2; achieve a £300 - £800 per sq ft sales value; develop on brownfield land; and optimise all of our schemes.

These forecasts harness the Groups' ability to consistently build more economically than the market and enables Weston Homes to deliver genuinely affordable homes for sale. This plan projects Weston Homes' unit completions, reaching 1,400 units by 2021 and 2,100 by 2026.

To ensure Weston Homes is able to deliver the number of new homes as set out in the plan, we want to connect with talented professionals across all disciplines including: Technical, Commercial and Construction.

We believe our future success will be achieved by employing, developing and retaining the best talent within the industry. If a sustainable career with a progressive, employee-focused property developer excites you, a wealth of opportunity awaits. Register your interest on our website:

weston-homes.com/future

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CAREERS NEWS

Construction training centre planned for Bristol

The City of Bristol College has announced plans to open its new Advanced Construction Skills Centre in Hengrove Park in September 2021.

With thousands of construction jobs expected to be created in the region over the next few years, the College sees it as crucial to encourage more young

people into careers in the essential skills needed.

It is expected that around 850 students would graduate and secure work in the first three years.

The plans for the new centre will include a mock building site run by Galliford Try Partnerships, one of the region's key construction employers, with the

aim of giving students first-hand experience to maximise their chances of getting a job, and allow subcontractors to meet and nurture potential future employees.

The CITB, Beard Construction, Bray & Slaughter, Dribuild Group, and John Perkins Construction are also involved in developing the £9m skills facility.

"It's really important to me that the [south Bristol] campus serves its community," said Miriam Venner, the College's assistant principal of apprenticeships and skills. "Housebuilding is happening everywhere. I want the young people in the area to be part of that and be building the houses that actually they'll be living in. At the moment there's a gap between the aspirations of those young people and the possibilities that are open to them."

Charlotte Olver, from Galliford Try Partnerships, said: "We know there's a skills shortage. We also know there's a housing crisis. We've got the access to the subcontractors who need the individuals and are struggling to find the individuals. We also know there's a lot of people looking for work and might not know what direction they want to go in."

The West of England Local Enterprise Partnership (LEP) has already promised £6m towards the cost of the centre; the remaining £3m would be paid for by the college.



No progress in gender pay equality

Show House Jobs' analysis of gender pay gap data in the housebuilding industry reveals that the stark difference in men and women's pay packets remains unchanged from last year. According to figures filed by 18 housebuilders, the median difference in hourly pay was 22.8% – virtually unchanged from last year's 22.9%. The mean difference in hourly pay remained the same at 23.5%. This compares with an average pay gap of 9.6% across all industries. However, a higher percentage of women continue to earn bonuses. 69.2% of women working in the housebuilding industry received a bonus over 2018-19, compared with 66.8% of men. The bonuses were also of a similar size, with a median difference of just 2.7%. Just one housebuilder in our analysis – Redrow Homes – reported paying women more than men. At Redrow, women earn £1.01 for every £1 that men earn when comparing median hourly wages, making women's median hourly wage 0.8% higher than men's. Redrow's numbers also compare favourably to last year, when women earned 95p for every £1 that men earned and their median hourly wage was 5.2% lower than that of men. "We recognise that construction is a male-

dominated sector and play our part through engaging with schools and higher and further education colleges to ensure young women are aware of the great opportunities open to them in housebuilding," said John Tutte, group chief executive of Redrow Homes.

Telford Homes, Countryside and Miller Homes all reported a shrinking pay gap of around 6%. Other housebuilders illustrated a gap from last year. Crest Nicholson, Barratt Developments, Weston Homes, Bellway and Persimmon all saw their gender pay gap widen.

Of course, these figures give limited insight, as only companies employing 250 people or more are legally obliged to lay bare their gender pay gap data. Given the high number of subcontractors in the housebuilding industry, these numbers are far from a complete representation.

However, the figures do hint at the structural issues housebuilders face as they battle to broaden their workforce. As this year's data shows, it's an issue that won't be solved on its own.

"We realise that early engagement is essential to ensure girls coming through schools

consider construction as a career path," said Tutte. "We have consolidated our outreach activities into the Redrow Educational Partnership, which offers resources, support and work experience to primary and secondary schools. The activities specifically target gender stereotypes and highlight the wide spectrum of professional, technical and trade skills available in housebuilding.

"Our next challenge is to ensure that more women progress through to senior roles in the business. We have introduced a mentoring scheme to ensure all female trainees have the benefit of a mentor once they have completed their initial programme. We will monitor the success of this over the next year with a view to extending to more employees. On a practical note, we introduced enhanced parental leave benefits in 2018.

"2019 has seen the creation of the first Redrow Women's Network. In addition to the support they will benefit from, this network will also provide valuable feedback for the business on the challenges women face on their career path and we look forward to acting on their suggestions over the next year."

Davidsons creates 40 roles for new regional division

Davidsons Homes has brought together a team of 40 to take care of its recently launched South Midlands division. Of the 40 positions, 14 are based at the new office in Blisworth, Northamptonshire with the remainder at sites in Banbury, Rugby and Hanslope.

New regional managing director James Burnham, 39, began working in housebuilding in 2005, with David Wilson Homes (DWH), joining Davidsons Homes as land director in 2012.

He commented: "I get a huge amount of satisfaction working with a superior product that stands the test of time. I'm very much looking forward to building on the existing reputation and quality created by the East Midlands region and growing the brand further in time."

Tom Goldsworthy, 29 is a certified chartered accountant and the new head of finance. He was financial controller at Westleigh Developments before starting at Davidsons Homes late last year.

"I've always admired the product and

the Davidsons brand – it's quirky and different to most other housebuilders," he commented. "The company is very focused but still has a family feel, and it can move quickly and make decisions speedily, which is a huge benefit when setting up a new region."

Paul Waterfield started in construction at the age of 16, as a carpenter and joiner for DWH, and has worked for the new homes industry for over 20 years. He began working for Davidsons as design manager in 2016 and is now head of design at the new office. He said: "I'm really enjoying being a part of such a period of change and growth within the company and helping to build it."

Lastly, with 10 years' experience at DWH and Bloor Homes in senior sales positions, joining Davidsons in June 2018, 31-year-old Simon Tyler is now head of sales for the new region.

"I am very lucky to be a part of building a fantastic team who love the Davidsons Homes product, love their job and get real satisfaction from it."



Left to right: The Davidsons Homes new southern division management team – Paul Slingsby, engineering manager; Jim Robinson, senior land manager; James Burnham, managing director; Chris Donohoe, head of commercial; Paul Waterfield, head of design; Tom Goldsworthy, head of finance; and Simon Tyler, head of sales.

Construction freelance pay still rising, says report

Average pay for freelancers in the construction sector is continuing to rise in the majority of regions in the UK, according to the latest report from Hudson Contract.

The payroll survey by the UK's largest Construction Industry Scheme (CIS) contract, audit and payroll provider, analyses some 2,200 firms in the industry, and saw some regional variation in monthly rises, with the South West and South East having the largest increases (3% and 2.8% respectively), while two regions saw a downturn, with the East Midlands and London falling 0.1% and 1.1% respectively.

Year-on-year, every region saw a significant rise, showing a national average of 8.1% to an average weekly wage of £899. Regionally, this is led by the North East, where a 2% month-on-month and 10.6% annual rise equates to £780 per week, followed by Yorkshire and The Humber (9.6% to £842). East Midlands performed worst over 12 months, though still a healthy 6% up on March 2018 and still at the top regional average wage of them all, now £965 a week.

Trades themselves also saw a variation

of pay changes and average wages.

The biggest winners are mechanical & engineering, up 7.4% to £1,137; shop fitters, increasing by 4.8% to £1,227; and bricklayers, rising 4.8% to £781.

Some have seen average pay fall, the worst of them plastering, down 2.5% to £783, and insulation and steel & timber frame erection, both sinking by 2.7% (to £921 and £774 respectively).

Ian Anfield, managing director at Hudson Contract, said: "Our figures show demand stayed strong for skilled tradespeople across the regions in England and Wales last month.

However, the fall in average freelance weekly earnings for tradespeople in London could have been caused by a combination of political uncertainty and a slowing housing market in the capital.

"Whatever happens with Brexit and the wider economy, the construction industry will continue to rely on self-employed tradespeople and their ability to supply specialist labour. Their steady rise in earnings over the last year highlights the general shortage of skills in the sector and good financial incentives for young people to learn the trades."

Pay rise agreed for construction workers

A 2.75% pay rise for construction workers has been agreed for the year ahead following successful pay negotiations between the Federation of Master Builders (FMB) and Unite the Union. The Building and Allied Trades Joint Industrial Council (BATJIC) has agreed a one-year deal involving a 2.75% pay rise to come into effect as of 24 June 2019. This follows the successful conclusion of pay negotiations between the FMB, on behalf of SME construction employers, and Unite, on behalf of operatives. BATJIC has also secured tax dispensation from HM Revenue and Customs for Lodging Allowance and Daily Fares Allowance for this year's Working Rule Agreement after several years' hiatus.

All apprentices and trainees will also benefit from a 2.75% pay increase; the adult general operatives' rate increases by 26p per hour to £9.78; and the NVQ3 advanced craft rate increases by 34p per hour to £12.79.

Brian Berry, chief executive of the FMB, said: "This increase is above last year's rate of inflation, according to all three of the leading indexes, and sends out a strong message to tradespeople that we value them and want to retain them." Jerry Swain, the national officer for construction at Unite, commented: "With construction skills shortages impacting on the industry, a 2.75% pay rise will help encourage tradespeople to remain in the industry at a time when the current political uncertainty and drops in construction output are affecting confidence in the industry."

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We're celebrating our 10th Birthday!

A huge Thank You to everyone that has supported us over the last 10 years.

Whether you know us well (bad humour included) or have never dealt with us before, we hope to be working with you soon.



Midlands Regional Office: 0121 222 5580

South Regional Office: 01372 365837

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HND TO MD

PROFILE

We speak to Jim Wood, managing director of Weston Homes

Please tell us a little about yourself and the career path to your current position.

I'm married to Gillian and we have two children, both of whom are in, or coming into, the property/construction industry. When I was young, I had no intention to build my career in property, and in fact wanted to study history, but for a number of reasons I went to college in Glasgow and secured an HND in building. I joined John Laing (pre-Laing/O'Rourke days) on its management scheme and returned to college a year later to do a diploma in construction management. For the next 10 years I worked in contracting (AMEC Projects), project management consultancy (Turner & Townsend) and in residential development with The Burrell Company, a Scottish-based developer. In the early 90s, during 'my first recession', I joined Team Management and became operations director at 32. Team Management delivered student accommodation on a funded design & build basis. In 1998, I joined Mace and progressed to director, and was also a shareholder. I was responsible for Mace's regional business, which included the delivery of a large number of major city centre residential developments for some of the UK's major housebuilders. These included No.1 Deansgate and the Hacienda in Manchester. I joined Dandara Ltd in 2003, as a regional residential developer in Manchester delivering major city centre developments throughout the UK. In 2008, I moved to Dubai as the managing director of a real estate/contractor employing 3,000+ people, which was involved in a broad spectrum of construction activities including residential development, contracting, marine engineering and mechanical engineering related to the oil and transportation sectors. In 2014, I returned to the UK to join Weston Homes where I have been managing director since December 2015.

Did you always have ambitions to be an MD, or has it been a more 'step-by-step' journey?

As you can see from my career path, I have been fortunate enough to work for some amazing companies and managed to attain senior positions in these organisations.

I have always been ambitious, but importantly, I thrive on challenges. Also, I have been lucky to experience so many different elements of our



industry, which brings a wealth of knowledge and experience with it.

I have been a director for 25 years and so to be an MD now for almost 10 years, you could say it has been a more 'step-by-step' process but something that I was always ambitious to achieve.

What are the things that are most satisfying about being an MD – and are there things you miss from your previous roles?

There are so many aspects of my job that I find satisfying, like working with a very supportive chairman, and a talented and driven team who are motivated to deliver the 10-year strategic plan we put in place two years ago. The development and implementation of this plan was particularly satisfying as it adopted a 'bottom-up' approach critically analysing turnover, sales, cash flows – especially financial forecasts generated by regions – as well as build handovers, and profitability from each site, region and ultimately the business. Another area that is important to me as MD is staff development. We currently have 50+ trainees at various stages of their career development across all parts of the business. To highlight the success of this scheme, we have two Weston Homes directors who came through the scheme over the last 10 years.

How have you found the Weston Homes approach to looking after its workforce?

Weston Homes works to be an employer of choice and therefore offers a comprehensive list of benefits. With a paternalistic approach to its people, rewards, and learning and development, people join and remain with us, as they feel valued. At Weston it's not just the financial benefits; regular events like an annual Summer Ball, Family Fun Day and sporting challenges create opportunities to interact,

team build and an environment where people can relax and have fun. Our long-service metrics are a testament that this philosophy works.

If there was one thing you could do to start solving the national skills shortage, what would it be?

It would be to get construction on the top 10 list of career choices for the next generation considering their career options. Stereotypes and perception about construction together with a lack of understanding about the diverse range of disciplines within it don't help. Land buying, planning, technical, design and engineering tend to be back-bench players to surveying and site management. The wealth of different options needs to be better communicated and understood. Weston Homes partners with schools and colleges locally to try to get this message across. Employers in the industry need to offer as many work experience placements as they can to allow people to explore and understand the multitude of roles and their aptitude and interest in them.

For someone who is considering housebuilding as a career, what's your advice for making a success of it?

There is a plethora of training schemes and apprenticeships available now through the industry. Sponsored schemes create opportunities to study to degree level on a part-time basis without the debts associated, meaning people can earn while attending education part-time and also benefit from on-the-job practical training. All of the main developers offer training places. Weston Homes is currently looking for an intake of 20+ for its various training programmes and I would encourage anyone considering housebuilding as a career to research the schemes and opportunities available.

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That person will need to be a game changer to realise the true potential of the business, through evolution and improvement, seriously underpinned by continued investment and a hugely talented Avant Scottish team.

The successful candidate for this challenging, yet rewarding, position will be all the above and a great deal more.

If standing still is what you are about then we wish you well. If it's not and you share our passion to lead, not follow, and you have what it takes to take forward one of the best and most innovative Scottish housebuilders then please apply with a CV and covering letter in strictest confidence to Alan McGillivray, HR Director: alan.mcgillivrayhr@avanthomes.co.uk.

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WELCOME CHANGE

Natalie Bell of Women in Property talks about career opportunities in south Wales

It is a very exciting time to be a woman within the property industry. With a wealth of new opportunities, new progression paths and reconsidered ways of working, more females are being attracted to and retained within, what has traditionally been, a heavily male-dominated environment. Notwithstanding the marked changes, Women in Property has been established as a national association for over 30 years, and its founder, Fiona Alfred, was undoubtedly hoping that the change to a more diverse industry would have been speedier than that to date.

I am very proud to be the 2019 chair of the south Wales branch as I am passionate to highlight and further the 360° approach that the association takes in relation to diversity promotion. We start at grassroots level, promoting careers in property and construction within schools, using our roadshow programmes, career talks, and, most importantly, our very successful regional and national Student Awards initiatives. Alongside early careers, we also support women who would like to enter the industry at a later age, women who have taken a career-break and are looking to re-enter, and also women in the throes of their property careers who are looking to progress to board and non-executive director level.

Within Wales we have myriad events planned for 2019 to capture all demographics. The events include our Student Awards dinner, networking evenings, sporting events including cricket and horseracing, industry dinners, CPD talks, mums' networking, site visits, 'Lunch in the City' occasions for Q&As with eminent local female professionals in the field, and a most recent collaboration with Women on Boards to explore board opportunities and potential. We have tried to cater our events to meet the needs and interests of our members and followers, and also our male colleagues, who are most welcome to events and are the source of much of our support.

Being a female in the industry, specifically in south Wales and in construction, I notice many changes in the sector. There are more female appointments, especially into senior management, and more promotion of awareness surrounding roles that would traditionally not attract women, such as engineering, project/contract management and surveying. Companies approach me to become involved with Women in Property, especially more so at the 'gritty' end of construction and development, in order to raise awareness of



roles within their companies and to try and introduce more diversity within their workplace and culture. There are also more funded initiatives taking hold to try to encourage women into trades and onsite professions. All of these, just within the local market, prove that employers are striving for change and looking for ways in which to implement it.

Notwithstanding the advancements, there is still so much to do to raise the number of females in the industry, just by the very virtue that construction is still perceived as manual, dirty, and simply 'a job for the boys'. There isn't enough done in schools to sway perception of the industry and highlight opportunity, evidenced by the fact that last year a paltry 12% of the construction industry was represented by females. Even if the industry manages to attract female talent, the next failing is retention, even given the continual laments of skills shortages. The industry is not yet embracing the concept of agile working as other sectors may be grasping, facilitating an inordinate reduction in females rising through the ranks once they start a family or take a career break. This fact is also evidenced in substandard percentages of females in board positions and the growing pay disparity between males and females within the big property market players. Although it is easy to berate the larger companies because of publicly available data, a large proportion of the south Wales property

industry comprises smaller, regional companies, including contractors, developers and consultants. It is within these SMEs that gender diversity should be targeted and prioritised as it is often within these companies that diversity and inclusion is overlooked.

I love the industry that I work in, especially construction, and that is why I am so passionate about facilitating more women into this exciting sector. Over the course of the next 10 years I would like to see a marked change in the number of women not only entering the industry at the start of their careers, but also representing a more balanced ratio at board level.

I have no doubt that Women in Property and its cause will still be needed for another few decades because of the mammoth task of reshaping an industry steeped in centuries of ingrained culture. Notwithstanding this, I am confident the tide is changing and it necessitates every impassioned female in the industry to spread the message and leave the ladder down for the next generation of women to rise through the ranks and continue the message.

There have never been fewer barriers to entrance for women and it is our duty to broadcast that not only is the sector clamouring for more women to join, but also that property is undoubtedly the best and most rewarding industry to be a part of.
www.womeninproperty.org.uk

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Nolte has been active in UK markets for many years providing our products to individual and project clients and we have a reputation for setting the industry benchmark in terms of quality and delivery performance.

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You must have proven sales and marketing experience in managing dealer networks and addressing the challenges of project business.

Sales Manager: South Region

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WALES NEWS

Student housebuilding challenge from Lovell

A recent event hosted by Lovell in south Wales provided local students with a challenge to build a mini wooden house as they learned more about the skills needed by the construction industry. Cardiff City Stadium was the home to the housebuilder's Apprenticeships Work! event for Year 10 and 11 students, sixth formers and college students. It was an opportunity for the young people to meet the Lovell team, including some of its current apprentices, to find out about the kind of jobs available in the industry, and what it feels like to learn trade skills while earning money from working on a live building site.

"It was fantastic to meet so many students excited by the prospect of a career in the industry at the Apprenticeship Works! event," said Nicola Murray, Lovell's project skills coordinator. "Encouraging young people to understand the diverse opportunities which construction offers is crucial to bring the next generation of construction

professionals into our industry. "For Lovell it's also about investing in the community by creating training opportunities and jobs in the places where we build. We had a lot of students interested in work experience placements with the company which is a great way of finding out what it's really like to work in the sector."

Lovell has supported and trained 22 apprentices in south Wales over the past two years and is looking for another three graduates and two apprentices, along with trainees, over the next six months.



Young Welshman becomes top plumber

A young man from Caerphilly has taken the top prize at the grand finals of this year's HIP UK Heating Apprentice of the Year competition. Now considered the UK's top plumbing apprentice, 19-year-old



Lewis Blakely beat competition from across the UK at the two-day event in Cheltenham to win the title, a cheque for £1,000 and a large collection of professional tools and equipment. He is currently studying a Level 3 plumbing diploma at Coleg y Cymoedd's Ystrad Mynach campus. His win also bagged a £1,000 prize for them. His college learning is complemented with onsite apprenticeship experience for Aberdare-based, Blue Hill Facilities Management.

Blakely said: "Going from the Welsh heat to the final was a huge step in terms of the difficulty of the challenges and level of ability tested. My tutors and employers were very supportive. Winning the competition has really boosted my confidence and I'm excited to continue my career in plumbing. I'm hoping to become a full-time gas-engineer once I finish my apprenticeship and I think that this award will help me immensely."

Lee Perry, plumbing lecturer at Coleg y Cymoedd, commented: "We are immensely proud of Lewis. Winning the awards is a huge achievement and is testament to his talent, hard-work and dedication to his profession."

Women's career project gets CITB funding

The Career Changers – Women into Construction Project, by Encon Construction, has succeeded in getting funding from the Construction Industry Training Board (CITB).

Encon is partnering with a number of other organisations in the sector, including Cardiff Community Housing Association, the Home Builders Federation, Glamorgan Construction Training Group, Chwarae Teg, and Acorn Recruitment, for a project aimed at tackling the industry skills shortage by attracting more women into a construction career.

It's a two-and-a-half-year programme which will provide free organisation and unconscious bias training as well as mentorship for 50 women. One of its focuses is on helping support those changing careers, and those employing them, to implement flexible working arrangements as a further step to bringing talented

women into the industry.

"I can't wait to become a mentor and hopefully help other women to fulfil their career goals by sharing my knowledge and experience from 20 years in construction," said Antonia John, business development and CSR manager at Encon.

Phil Woodward, Encon's managing director, added: "We are the first SME in Wales to have been awarded a CITB commission, and I am thrilled to be working on such an inspiring project that has the potential to transform the way the industry works, and the lives of all who engage with it."



Major recruitment drive in north Wales

A partnership between Flintshire Council and its strategic housing partner, Wates Residential North, is creating new trade jobs for local people to work on housing projects across the county.

Wates is taking the lead and now working in collaboration with the Construction Industry Training Board (CITB) and Coleg Cambria to bring employment, apprentice and work experience opportunities across all building trades.

Among the projects currently requiring new recruits is a development of 24 new homes for the council in Dobshell. The council's Strategic Housing and Regeneration Partnership (SHARP) programme aims to bring 500 new build homes across Flintshire. Wates' own Building Futures and Flintshire Council's Communities for Work and Communities for Work Plus programmes have already brought numerous construction industry trades career opportunities to local people.

Paul Dodsworth, managing director for Wates Construction North, commented: "Throughout the course of the past four years our team has worked tirelessly to fulfil our commitment to build high-quality and affordable new homes, doing so while continually investing our time and resources into employment and training for Flintshire residents.

"The difference that this is making to the lives of local people is fantastic. I myself started my career as an apprentice brickie and I look forward to seeing even more local people join our team and take those exciting first steps in their careers in construction."

JOB LISTINGS

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Visit:

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Job Title: Land Manager

Recruiter: Akton Recruitment

Location: Kendal, Cumbria

Salary: £40000 - £45000 per annum + Car, Pension, Health Care

See website for more details

ms
Maitland Selwyn

Visit:

www.showhouse.co.uk/jobs

Job Title: New Homes Sales Advisor

Recruiter: Maitland Selwyn

Location: Holmfirth, West Yorkshire

Salary: £18K + Bonus and Commission

See website for more details

GCB

Visit:

www.showhouse.co.uk/jobs

Job Title: New Homes Mortgage and Protection Advisor

Recruiter: GCB Recruitment

Location: Ipswich, Suffolk

Salary: £55,000 - £70,000 per annum

See website for more details

ROSE
Homes for life

Visit:

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Job Title: Head of Marketing and Sales (New Homes)

Recruiter: Rose Builders

Location: Essex and Suffolk

Salary: Dependent on experience

See website for more details

OCR

Visit:

www.showhouse.co.uk/jobs

Job Title: Assistant Site Manager

Recruiter: Andrew Construction Recruitment

Location: Peterborough, Cambridgeshire

Salary: Up to £210 per day

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PENGUIN
RECRUITMENT

Visit:

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Job Title: Senior Town Planner - Developer

Recruiter: Penguin Recruitment

Location: Southampton, Hampshire

Salary: £30,000 - £40,000 per annum

See website for more details

psd

Visit:

www.showhouse.co.uk/jobs

Job Title: Quantity Surveyor – Residential Development

Recruiter: PSD Group

Location: Manchester, Greater Manchester

Salary: c£40,000 + Pension & Excellent Benefits

See website for more details

RR RealRec
Recruitment & Real Estate

Visit:

www.showhouse.co.uk/jobs

Job Title: Office & Marketing Manager at Property Investment Company

Recruiter: RealRec

Location: London

Salary: £25,000 - £35,000 per annum + Generous package

See website for more details

Churchill
Retirement Living

Visit:

www.showhouse.co.uk/jobs

Job Title: Home Exchange Consultant

Recruiter: Churchill Retirement Living

Location: Ringwood, Hampshire

Salary: Competitive salary

See website for more details

potensis

Visit:

www.showhouse.co.uk/jobs

Job Title: Buyer

Recruiter: Potensis Limited

Location: Oxford, Oxfordshire

Salary: Competitive

See website for more details

Weston Homes

Visit:

www.showhouse.co.uk/jobs

Job Title: Architectural Technician

Recruiter: Weston Homes

Location: Takeley, Bishop's Stortford

Salary: Competitive + Benefits

See website for more details

taylorherrick
ARCHITECTS

Visit:

www.showhouse.co.uk/jobs

Job Title: Senior Civil Engineer - Affordable Housing Contractor

Recruiter: Taylor Herrick

Location: Derby, Derbyshire

Salary: £40,000 – £50,000

See website for more details

LEADING DEVELOPER, EXCEPTIONAL EMPLOYER

One of the leading housebuilders in Wales, Flintshire-based Anwyl Homes has long been a champion for developing careers and helping new talent to enter the industry

Established more than 85 years ago, the family-owned and managed construction company based in Ewloe, north Wales, has given many apprentices their first steps on the ladder and helped others further their careers within the industry.

It has also remained committed to ongoing professional training for its non-construction team, helping its office-based employees in all departments to reach their full potential.

With a reputation for a warm, friendly and fair working environment, and for looking after and investing in its employees, Anwyl enjoys a culture of long service and is happy that many of its apprentices choose to remain with the business as they go on to further their careers.

Anwyl Homes currently has four Higher Level apprentices within its housebuilding division. All four are trainee assistant site managers and are currently studying for their HNC and NVQ Level 4 on a day-release basis at nearby Coleg Cambria, where there is the Anwyl Room dedicated to apprentice training. In addition, three site managers have recently achieved their NVQ Level 6, with a further three site managers working towards this qualification and a contract manager working towards his NVQ Level 7.

Anwyl's investment in the future is mirrored at its bespoke joinery workshop in Rhyl, where two apprentices are currently working towards their NVQ qualifications at Llandrillo College, and at head office where two individuals within the recently extended marketing team are studying for their CIM Diplomas. A trainee buyer has been appointed straight from school and is currently working towards his BTEC Level 3 in building & construction and one of the design team is doing an HNC in building studies.

Over the years, Anwyl has been a springboard for many apprentices and in 2014 won the Best Community Initiative Award at the Housebuilder Awards. Given the success of its apprenticeship schemes, the company has committed to invest even further, developing a new project that works with its subcontractors to bring even more young people into the industry.

The soon-to-launch scheme will see Anwyl place apprentices with its long-established subcontractor partners, initially in Wales but then

rolling out to other areas of the UK, and then subsidising the salaries of those apprentices for an initial agreed period until the apprentice is more qualified and transfers completely to work for the subcontractor.

The innovative scheme has benefits for all: helping more people into the industry, supporting the subcontractors and ultimately giving Anwyl Homes a wider pool of qualified talent to draw on.

Anwyl's culture of long service is reflected in the large number of individuals who started as apprentices and have chosen to remain with the company, working their way up to managerial positions and even being responsible for influencing and training the next generation of talent. Two of Anwyl's area construction managers, John Wilson and Steve Wyman, and workshop manager Geraint Hughes all started as apprentices and continue to work for Anwyl today. This month, Anwyl is recognising its longest-

serving member of staff: Eddie Jones, who is celebrating 50 years working for the company at its workshop in Rhyl.

Managing director at Anwyl Homes, Mathew Anwyl, said: "We remain committed to helping develop the next generation of talent in the housebuilding industry and I am proud of the relationships that we have established with our local colleges and the ongoing hard work and enthusiasm that I see from each of our apprentices and the team at head office, who are committed to furthering their careers and studying for their professional qualifications.

"For our size, we do the very best we can when it comes to training and investment in our people. Right from the early days, our ethos has been about supporting and developing our team, and working in partnership with our subcontractors, and I'm pleased that so many of our talented team stay with us."



Lucy Wasdell, Graham Anwyl, Eddie Jones, Mathew Anwyl and Rhyl apprentice Lewis Jones of Anwyl Homes

JOB LISTINGS

www.showhouse.co.uk/jobs



Visit:

www.showhouse.co.uk/jobs

Job Title: Senior Quantity Surveyor
Recruiter: Pure Residential & Commercial
Location: Daresbury, Warrington and St Asaph, North Wales
Salary: Competitive
See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Architectural Technician
Recruiter: GCB Recruitment
Location: Newport, Wales
Salary: £50,000 - £70,000 per annum + Car Allowance
See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Group Commercial Manager
Recruiter: K and C Group (NW)
Location: St Asaph, North Wales and Daresbury, Warrington
Salary: Competitive
See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Area Sales Executive
Recruiter: Churchill Retirement Living
Location: Eastern Region
Salary: Competitive Salary
See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Sales Manager – South Region
Recruiter: Nolte Küchen
Location: South, South Midlands and parts of Wales
Salary: competitive salary package, adequate bonus scheme, company car and other benefits
See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Project Manager
Recruiter: Pure Residential & Commercial
Location: North Wales and North West
Salary: Competitive
See website for more details



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SALES
CUSTOMER SERVICE
FINANCE

FROM THE GROUND UP

We speak to James Groombridge of Acorn Property Group, regional managing director for Acorn Cardiff

Tell us a little about yourself and what your role with Acorn Property Group entails.

I am a family man with four wonderful children and live in a delightful part of Wales in the Wye Valley. My first task here was to establish the Acorn Property Group brand in the area and let the market know we are serious players in the land market. A large proportion of my role is based around land acquisition and helping to design the bespoke homes that make Acorn Property Group stand out from other developers. That said, I am heavily involved in all projects, from acquisition through design, planning, construction and sales as well as financial reporting.

What career path has brought you here?

I left school at 17 and started work in estate agency before getting my first role with a housebuilder in my early 20s, based in Guildford, Surrey. From there I spent the next 15 years in sales and marketing roles in the industry and got my first director's role aged 30. Before joining Acorn Property Group, I spent most of my career working for large industry players including 10 years as a managing director for Barratt David Wilson. I have relocated more times than I can remember, working across southern England, West Midlands and south Wales.

When did you first become interested in a construction/housebuilding career?

I wish I could say it was planned but I just fell into property development and was soon hooked. It's been 35 years now and I am old enough to recall a time when sales offices, show homes and directly employed sales staff just didn't exist. There have been huge changes in the whole sector since then and not just on the sales side; build quality, design and customer care all play a much bigger part now. And, of course, the fact that we are developing sites that are much

more complex.

My love of development has rubbed off on my children, with both my son and eldest daughter embarking on careers in the sector.

Have good careers advice and the support of family and friends been vital to your progress?

Developers need to do far more work on promoting the sector starting with solid careers advice. There is a general perception that housebuilding is easy but it is hugely complex. How many jobs these days cover buying the raw material (land), designing the product and getting approval, manufacturing the product, then selling it and finally dealing with customer care? Not many sectors provide this 'whole life' opportunity.

What is it about your current position that you really enjoy?

I've been part of the Acorn family for five years and I am constantly learning and facing fresh challenges. We have completed our first two projects in Wales – an apartment scheme with sea views at Ogmere-by-Sea and a city development, Cathedral House, in Cardiff, and we are underway on another three: a coastal regeneration project, The Links at Porthcawl; a rural new build development, Cottrell Gardens in Bonvilston; and Bookers Edge, a new homes scheme in Hay-on-Wye. It is brilliant to see the effort taken in design becoming a reality and it is something to be really proud of.

Are there any past projects and/or mentors that have been particularly inspiring?

I have had two main mentors. Nigel Davies was group director for Crest Nicholson who I worked

with for almost 10 years; he developed a brilliant sales culture and training programme. During my 13 years at Barratt, it was Geoff Hester. He guided me, pushed me hard and supported my progression to managing director. I still quote many things he taught me.

In terms of projects, it has to be my current one, The Links at Porthcawl. I had tracked this site for over 10 years but knew Barratt would never be brave enough to do it. Once I joined Acorn I started talking to the owner and we are now jointly developing. Half the 70 apartments are in a Grade II listed building and it has been a real joy to give the building a new lease of life.

What is it about working for Acorn Property Group that you find most rewarding?

The great thing is you never know what's going to land on your desk next. I have always taken pride in all the projects I have been involved in but at Acorn I feel I can make a real difference and deliver projects that are really quite special.

What's your advice to those considering or applying for a job in housebuilding right now?

Just do it. I have no regrets about devoting my working life to the sector. How many career paths can see people progress from a sales advisor to managing director or an electrician to construction director? Try to understand what really interests you and follow that path but do not be afraid of making changes.

PROFILE



VOICES OF EXPERIENCE

As the construction industry calls for more women to join the sector, one major housebuilder is leading the way

Barratt Homes in south Wales is proud of its diverse workforce, and actively encourages women to build successful careers within construction.

"In the past, our industry has been largely dominated by men but that is fast changing as we look to recruit the very best talent. And gender just doesn't come into that decision process," says sales director, Richard Lawson.

"Those wishing to join our team can choose from a wide range of roles – from construction to sales and marketing – and each offers its own mix of exciting challenges and rewards."

Senior sales manager Paula Weston-Diamond has worked with Barratt in south Wales during a career spanning 23 years.

"I ensure the sales team achieves its targets and maintains the highest level of customer service," says Weston-Diamond. "Originally, I worked part time as a sales adviser because the hours suited my lifestyle at the time. The route to my current job took a lot of drive, determination and commitment.

"As a woman within an industry that has traditionally been male-oriented, it has taken a lot of hard work to get recognition for my skills. Times have definitely changed now though. I believe you should recruit the right person for the job, regardless of their gender.

"Now it's a case of promoting the industry – and all the benefits it provides – as widely as possible. Barratt already works closely with schools and colleges to highlight the many

opportunities available. And that's an excellent start. My advice to anyone considering a career in construction is to be prepared to work hard and aim to be the best you can at everything you do."

Rebecca Roberts is a site manager and has worked at Barratt Homes for the last six years. She credits hard work and determination for her success and says she really enjoys transforming a plot of land into a home for buyers.

"I may still be in the minority but I hope that I have broken down some of the misconceptions, or perhaps outdated opinions, about what it takes to do the job," she says. "Every site manager has his or her strengths and weaknesses."

And she is naturally keen for more women to join the construction industry. "We need to



promote women who are already in the industry and are respected by their peers to younger women and girls so they are encouraged to see what a rewarding career they could also obtain and be part of."

Claudia Schiavo is a marketing executive and has been working with Barratt in south Wales for more than six years.

"I'm mainly responsible for digital marketing and communications here – including generating leads through our website," she says. "I had the incredible opportunity to join the company at just 18, and it was a wonderful way to gain experience and study for my marketing degree."

"I love my job because every day is different, and I work with great people. Seeing the results of our marketing – by the business achieving sales success – is always so rewarding. Women are more than capable of working within the construction industry, so I hope to see the numbers increase further over the coming years."

For Hollie Lewis, the role of sales adviser is her first within the construction industry: "My job is to sell homes, but it's also about being 'the face of Barratt' and taking our customers on this very exciting journey of purchasing a new property."

"Handing over the keys on completion day, and knowing you've made a real difference to buyers' lives by helping them get into their new property, is the most rewarding part of my job."

"I've always been interested in property – in fact a previous job involved kitchen sales. Then, after buying two homes myself, I realised it was something I'd like to be more involved in."

"I've always worked within male-dominated industries, so I don't notice it. Possibly men and women have different skill sets and I believe a more even mix of these within the workplace could lead to new ways of learning and adapting. Women can learn from men and vice versa."

"If I had a daughter, I would encourage her to not let society assumptions direct her into a career, and to follow her interests and passions."

Suzie Hewitt is sales manager and has worked for Barratt in south Wales for almost six years. With responsibility for delivering sales targets across five construction sites, she enjoys a fast-paced and highly varied role.

"My job demands a strong working relationship with all key departments within the business – from construction and technical to commercial and marketing," she says. "I have always had a

strong work ethic and am open to experiencing roles within different sectors to broaden my skills."

"The incredibly varied nature of this role makes it interesting, and certainly challenges you on a regular basis. I certainly don't think being a woman makes any difference here. I have never been treated differently. Like my colleagues, I feel that employing the 'right person' for the role is the most important thing."

As planning manager, Zoe Aubrey oversees planning applications and site promotions – working with other members of the technical and land teams.

"Having worked within the consultancy sector for 15 years, I was ready for a new challenge," she said. "I like the varied nature and the ever-evolving complexity of the town planning system. And it's great to be involved in the development process from start to finish – helping Barratt in south Wales to deliver new places where people aspire to live."

"It's great to see more women coming into construction, but it's more about being employed to do a job you're good at. And that means making people aware of the whole industry and the opportunities it presents."

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RISING TO THE TOP

31-year old Gwyn Jones is managing director of St Asaph-based Macbryde Homes, the first non-family member to hold the position in the Welsh firm's 34-year history. Here, he talks about growing his career, reaching the top at such an early age and his advice for those with similar ambitions

I gained my first taste of the housebuilding industry when I completed a period of work experience at the age of 16 with a local housebuilder. I was immediately hooked and knew that I wanted to not only pursue a career within the sector but get to the top of it.

Having completed my A Levels, I immediately joined the commercial department at Anwyl Homes. I went on to join Lovell Partnerships as a quantity surveyor and, along the way, I also completed a BSc in quantity surveying at Liverpool John Moores University. I joined Macbryde Homes five years ago and haven't looked back since.

I entered housebuilding at an interesting time. Just a couple of years in, the recession hit and that didn't signal positivity for any aspect of the property sector. While I was brainstorming innovative ways of pushing the company I was with forward and saving it money, my boss said something that gave me a push that was at odds with the economic times we were all faced with: "He'd be MD by 30 if it wasn't for this recession."

I'd known from my earliest exposure to housebuilding that getting to the top was what I wanted, but hearing those words made me realise that others had belief in me too. Certainly, it wasn't an ideal time to be thinking big, but I knew that recessions didn't last forever and that resting on my laurels could set me back.

I consequently made job moves in a quite considered way. Both my move from Anwyl to Lovell and again from Lovell to Macbryde Homes saw me take on roles at essentially the same level. However, I did my research and could see that both offered the potential for me to progress and develop my career.

Since joining Macbryde Homes five years ago, I have moved from quantity surveyor through to commercial manager, on to commercial director and then last year, I assumed the managing director role from the firm's founder, Simon Macbryde, who became chairman.

It's certainly quite unusual to be in such a role at what everyone reminds me is still quite a young age. I'm often asked what the secret of my success is but, in all honesty, there's no secret involved. It's simply been a case of working hard and genuinely loving what I do. Certainly, I have seized every opportunity to extend my learning and training, as well as gain insight and knowledge from all those around me. Importantly,

I've never been precious about doing work above my grade as it's provided me with the chance to learn and prove that I was capable of more.

Becoming managing director doesn't, however, mean that my desire to learn and progress has ceased. I'm surrounded by a fabulous team, which I learn from all the time, and I am passionate about doing all I can to grow and support that team as Macbryde Homes looks to a positive future of growth and opportunity.

Working across a mix of developments means we focus on recruiting those with a well-rounded mix of skills and areas of interest so that we remain agile and able to easily adapt from project to project.

Anyone joining Macbryde can be assured of the opportunity to learn from excellent colleagues in a team that is continuing to grow. While qualifications and experience can count for a lot, in isolation they're worth little and must be combined with the right attitude and enthusiasm to contribute meaningfully to the vision of the whole team. Our recently appointed trainee quantity surveyor, Tom Fletcher, is a perfect

example of this. He approached us with a clear, demonstrable level of enthusiasm, ambition and commitment to work hard and that ticked all the necessary boxes for us.

There certainly remains a skills shortage within the sector and salaries are consequently rising all the time; however, we haven't found it difficult to attract the best talent that's out there. Our competitive offer, coupled with an exciting period of growth for the business, means that we're often approached by those keen to work for us, rather than having to scour the market for employees who will simply 'do'.

As I've found out myself, a career in housebuilding is incredibly rewarding if you approach it with a commitment to working hard and genuinely caring about what it is that you do. While it is tempting to take advantage of a growing market by hopping from one role to another, it is often more advisable to take a longer term, more strategic path through your career and I believe that by doing so, housebuilding can prove a hugely rewarding sector to enter.



JOB LISTINGS

www.showhouse.co.uk/jobs



Visit:

www.showhouse.co.uk/jobs

Job Title: Land Buyer - Nottingham

Recruiter: Taylor Herrick

Location: Nottingham, Nottinghamshire

Salary: £38,000 – £45,000

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Senior Surveyor – Essex

Recruiter: Weston Homes

Location: Takeley, Bishop's Stortford

Salary: Competitive + Company Car + Package

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Sales Negotiator

Recruiter: Potensis Limited

Location: Cranleigh, Surrey

Salary: Basic of £32,000 annually

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Sales Executives

Recruiter: Churchill Retirement Living

Location: Hampshire & Wiltshire

Salary: Competitive salary

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Trainee / Graduate Mortgage Broker at Leading Finance Company

Recruiter: RealRec

Location: London

Salary: £20,000 – £25,000 per annum + Generous package

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Transaction Manager – Residential Development

Recruiter: PSD Group

Location: Manchester, Greater Manchester

Salary: £67,000 + Pension & Benefits

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Senior Development Planner

Recruiter: Penguin Recruitment

Location: Kent

Salary: £30,000 - £45,000 per annum

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Site Manager

Recruiter: Andrew Construction Recruitment

Location: Braintree, Essex

Salary: £55,000 - £62,000 per annum + Benefits

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Senior Structural Engineer

Recruiter: GCB Recruitment

Location: London

Salary: Up to £60,000 per annum

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: New Home Field Sales Manager

Recruiter: Maitland Selwyn

Location: Leeds, West Yorkshire

Salary: £35,000 with OTE £60,000

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Architectural Technician

Recruiter: K Hayter Associates

Location: Warwickshire, West Midlands

Salary: Dependent on individual

See website for more details



Visit:

www.showhouse.co.uk/jobs

Job Title: Senior BIM Technician

Recruiter: Akton Recruitment

Location: Swindon, Wiltshire

Salary: £35,000 – £40,000 per annum

See website for more details

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Skipton Properties – Sarah Barraclough

Sarah Barraclough has been promoted to managing director of Skipton Properties, the family business, while father Brian Verity takes on advisory duties as chairman. Barraclough has worked in the company since 2003, where she joined as sales manager before being promoted to sales director in 2007. Most recently, she has been working as operations director within the senior management team, taking on a broader leadership role during a period of growth and development for Skipton Properties. The developer recorded a turnover of £22.3m in 2017/18. Overall, turnover and profitability at the company has more than doubled over the past five years. "I am extremely proud to become the new managing director of my family's business at this very exciting time in its history," she said. "As Skipton Properties gears up for continued growth and success, with more work than we've ever had in the pipeline, my focus will be on building quality homes our customers are excited to move into, working with my fellow directors to move us forwards. I've worked from the bottom up in this business, so I understand the whole build process and have intricate knowledge and insight into how the departments within the company work. That's fundamentally why I'm able to



take our business forward into a new era, alongside an incredibly talented and hardworking team. We will continue to invest wisely in places where we believe we can make a real difference, and I'm looking forward to expanding the areas in which we build developments."

Bellway – Hollie Reynolds

Bellway has appointed Hollie Reynolds as sales director for the Manchester division. Reynolds, who is based at the company's head office in Warrington, heads up a team of over 30, incorporating sales managers, sales advisors and a part exchange manager. In her new role, Reynolds is responsible for approximately 19 active developments across the north-west, ensuring sales targets are met and effective marketing strategies are implemented for each site. She will also work closely with the land department assessing possible sites for development and helping to enhance the division's land bank. Her objective is to continue the success of the division, and enhance it using her extensive marketing knowledge and event experience. "I was ready for a change and wanted to learn a different side to the property industry," she commented. "Managing bespoke developments of varying size, each with its own identity and covering a widespread remit across the north of England, was a great experience. However, the chance to work in one region and manage multiple developments of various sizes was hugely appealing to me, particularly as Bellway has a great reputation within the industry and its product is excellent. The director role was attractive as it allowed



me to further my career, and meeting some of talented team at Bellway really helped me make my decision. I am looking forward to being involved with all developments within my division, particularly the high-profile and prestigious Heatherley Wood development at Alderley Park."

Galliford Try – Graham Prothero

Galliford Try has appointed Graham Prothero as chief executive with immediate effect. Prothero, who joined Galliford Try as group finance director in 2013, succeeds Peter Truscott who is leaving the business to pursue other opportunities. Galliford Try's succession planning has long identified Prothero as a potential CEO, after his distinguished career including finance director at Development Securities plc and a partner at Ernst & Young.



Having been with the business for six years, Prothero has an intimate understanding of all facets of its operations, including playing a key role in last year's successful rights issue, and the strategic development of the Partnerships business. Following the Group's record performance in the recent half-year results in February, Prothero's task will be to maintain Galliford Try's progress towards the Group's 2021 strategy.

"I am tremendously proud and honoured to have been given the chance to lead our great business, and I thank the board for giving me this opportunity," he said. "The outlook for Galliford Try is exciting as we continue our strategy towards 2021 and I am looking forward to working with Andrew, the other executive directors and the board, and continuing to make good progress across all three of our businesses."



Bellway – James Lambert

Bellway Eastern Counties has appointed a commercial manager as its third member of staff, as part of the company's expansion plan. James Lambert, 28, brings five years' Bellway experience with him to the role for the developer's latest division, which has its offices in Huntingdon, and will be jointly responsible for land acquisitions. It has been a whirlwind trajectory for Lambert, who first worked for Bellway in a summer placement while studying Quantity Surveying BSc at Sheffield Hallam University.

"I first worked for Bellway in summer 2010 while I was studying, and I then worked a placement year with them as part of my course," he commented. "After I graduated in

2013, I applied for a job as a surveyor/estimator with them and was delighted when they offered me a full-time position. I gained five years' experience at Bellway's office in Milton Keynes and was really keen to try a new challenge when I heard that the company was launching a new division from Huntingdon. Being part of the founding stages of a new division was too good an opportunity to turn down and although I have a longer commute, it's totally worth it."

Generator South West – Jason Schofield

Jason Schofield has been appointed development director for Generator South West, responsible for growing development opportunities in the region. Schofield has vast knowledge of the area having lived in and around Bristol and the south-west for over 30 years. His work includes some of the region's largest regeneration schemes, such as Harbourside, Bristol – a 500-home, 1m square foot, mixed-use city centre project. He also devised the masterplan for the regeneration of the 113-acre former Plymouth City Airport – a brownfield site with the opportunity to provide over 1,500 new homes as well as integrate and enhance the education and residential campus for the University of St Mark & St John. "Regeneration growth across the south-west is gathering pace and there is exponential growth in the region not just in numbers but in quality too," he said. "Developers in this region need to work on 'destination creation' – ensuring homebuilding is not only about building houses and finding the right spaces to build them but about true placemaking; creating partnerships to build excellent homes, businesses and vibrant communities with high quality materials. We need to look at each destination in the long term and the legacy, just like we are doing at Bristol's Floating Harbour that is developing into a place not only to live but work and, importantly, enjoy the culture of the city."





Barratt Developments – Barney Munn

A marketing apprentice with one of the region's leading housebuilders has earned promotion, just months after starting his new role. Barney Munn, who was appointed as Barratt Developments' first marketing apprentice in Exeter, has been promoted to apprentice marketing executive by the five-star housebuilder. Munn joined the Exeter-based team, which looks after Barratt Homes and David Wilson

Homes, last year and has now been given more responsibility. "I've really enjoyed working as marketing apprentice with Barratt and am so happy with my promotion," he commented. "I've learnt a lot since I started here, and my confidence has grown considerably. My knowledge of the business has grown too. Thanks to the training days and courses from Barratt, I now have a better understanding of housebuilding and how everything works outside of my department." Having joined the team at Barratt after leaving Exeter College last year, Munn said he had been really keen to secure an apprenticeship rather than opt for university. His role includes a wide range of marketing disciplines with a focus on digital activity for the housebuilder. He spends four days a week in the business and a fifth studying for his NVQ Level 3 Diploma in marketing. The company is set to replace Munn with another marketing apprentice based in the Exeter office.

Marshall Construction – Brian McDermott

Marshall Construction has appointed Brian McDermott as its new managing director. McDermott has been promoted from operations director of the general building division, bringing significant leadership experience and a deep understanding of the company to the role. He will be responsible for driving growth across the company and strengthening its position within the Scottish construction market.

"I will continue the company's delivery of high-quality projects coupled with outstanding workmanship," he commented. "Our reputation for delivering exceptional work in partnership with our customers underpins our commercial success and I will build on this along with enhancing our reputation. My appointment underlines the company's commitment to deliver new and improved services across all sectors in Scotland. After spending 30 years in various roles within the construction industry, it's an exciting prospect to be a part of a successful family-owned company where our core values of quality, reliability and competent business practice have been rewarded with a reputation as a business that can be trusted to deliver a consistent quality service. I firmly believe that's what sets Marshall Construction apart from its competitors. I am very much looking forward to building on the successes that the company has experienced in recent years and driving the next stage of growth."



Miller Homes – Maggie White

Miller Homes has appointed a new development sales manager at The Beeches, its coastal development in Bracklesham Bay, West Sussex. Maggie White joins with four years' experience in the housebuilding industry; she has overseen several developments in the southern region, including a flagship development for the south coast. In her new role, White will guide house-hunters through the homebuying journey and showcase the benefits of moving into the new community. "I'm thrilled to be joining the Miller Homes team," she said.

"The housebuilder has an excellent reputation for helping house-hunters find their dream home and I'm really looking forward to sharing my knowledge with the team and having the opportunity to work closely with homebuyers, from taking them on their first viewing of the show home, to handing over the keys." Kim Willcock, sales director for Miller Homes Southern, added: "Welcoming a new member of the team is always great and we are confident that Maggie will be able to use her years of experience to help even more house-hunters find their perfect home."

Persimmon Homes – Amanda Rogers

Amanda Rogers has taken up the post of head of sales with Persimmon Homes West Midlands, based at its Wolverhampton headquarters. Rogers is now in charge of 12 developments across the West Midlands, Staffordshire and Shropshire. Her appointment is part of a raft of changes for the region, which is strengthening its sales team.

David Greengrass, who has worked in the industry for more than 16 years, has been promoted to senior sales manager, while Mary Birkinshaw brings 25 years of experience to the company in her new role as sales manager. Rogers has worked in the housing industry for more than 20 years, having previously worked with Persimmon Homes for its South Midlands region.

"In January 2018, I decided to work for a private company after being offered a head of sales position," she explained. "However, I missed the more corporate world of Persimmon and when this new opportunity arose, I was delighted to be offered the role. In some ways I think fate stepped in and it is great to be back – people have always said that is you cut me in half I would have Persimmon Homes written on the inside, like a stick of rock. I love being involved in people's housebuying journeys and building good customer relations. I have been progressing sales for 22 years and they are always different circumstances that have led to the purchase and different personalities, which helps make each day interesting. I am really enjoying my new role and looking forward to developing the sales team."



Redrow – Richard Cadman

Redrow Homes East Midlands has bolstered its team with the appointment of a new head of construction. Richard Cadman brings more than 20 years' experience in the property sector to the East Midlands team. Moving from Redrow Homes Yorkshire, where he was an area construction manager, overseeing six active developments, Cadman has won an impressive number of awards for his work, including playing a part in Redrow Homes Yorkshire's most recent awards – NHBC Pride in the Job 2018 and NHBC H&S Highly Commended 2018. Cadman's key responsibilities in his new role will include delivering the highest standard of customer satisfaction, ensuring build times run to schedule, with a focus on the health and safety, and building a strong and supported team. "I'm incredibly invested in the property sector and working with Redrow Homes," he commented. "My new role will give me the opportunity to step up and put my skillset to good use at a more senior level while learning much more about other departments than I have previously. I'm ready to take on my next big challenge and I'm thrilled to be joining the senior team at this division."



Find your happy place



We are a multi award winning company working exclusively within the UK retirement housebuilding sector. We are ranked the 2nd Best Company to Work For in the UK by the Sunday Times in 2019, and have ambitious growth plans for the future and a growing workforce to support this, now employing over 600 people.

The Churchill family

At Churchill, we're one team. It's our responsibility to ensure all Colleagues are motivated and feel valued. There's plenty of scope to grow and develop if you have the determination to make it happen. You'll have a proactive approach, alongside an instinctive feel for Churchill's brand, product and ethos. Joining the Churchill family will mean you'll be in great hands, just like our Customers.

Happy Colleagues, Happy Customers

We are proud to have achieved the maximum 5 star rating four years running in an independent Customer satisfaction survey undertaken by The Home Builders Federation (HBF). Over 90% of Churchill Owners said they would recommend us to a friend. That paired with our Top 100 ranking, proves that we really do have happy Customers, and happy Colleagues.

What we give back

No matter what department you're in, you'll have an extraordinary opportunity to craft a personalised lifestyle for Customers. With the highest margins in our industry, a fantastic research, training and development budget, a strong sense of team spirit, and 25 years' industry experience, we offer a fantastic opportunity to further your career. What's more, you'll be challenged, encouraged and rewarded. What could be better than that?



Want to work with us? We're always on the lookout for talented individuals to join our multi award winning team.



Reap the rewards

Our pioneering spirit, industry experience, and Customer focus keeps our brand vibrantly alive. That's why we give our people the rewards that they deserve. We have a whole host of benefits in place to help you enjoy life to the full. We offer packages that reflect people's performance, productivity, passion and flexibility because **we're keen to reward really great work.**



We're listening

We recently introduced a new approach to 1:1s, with a template to help Colleagues and their Managers engage in a more rounded discussion about performance, development and wellbeing on a quarterly basis. If our Colleagues give feedback, **we listen, engage and actively make changes.**



It's more than a job

At Churchill we recognise that job satisfaction isn't just about the financial benefits of working somewhere. We feel it's as much about feeling excited and stimulated, which is why it's our aim to provide **excellent training and development opportunities.**



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