



PLACES GRADUATES LOVE TO WORK

Committed to developing future talent



COUNTRYSIDE
Places People Love



Countryside – our dedication to future talent

The Countryside Graduate Scheme first began in 1980 and so far has seen over 130 graduates pass through the scheme, it is a testament to the programme we can offer you!

We believe that the success and achievements of so many employees who originally started their careers on our Graduate Scheme, is a real testament to the rewarding and comprehensive programme that we offer.

We are completely committed to developing future talent and investing our time and efforts into the Graduates of today, as we believe they will be the Directors of our future. In the last 12 months we have

recruited over 100 Graduates, Apprentices and Management trainees into our teams and are dedicating ourselves to their progression and success within our business.

In 2018, we were recognised by The Job Crowd as a top company for Graduates to work for. Then in 2020, we were again recognised by The Job Crowd as the best company in Property & Housebuilding for Graduates to work for.



Our Graduate Scheme

Our Graduate scheme is designed for those Graduates who would like to experience many different aspects of our business. This allows you to gather a detailed insight into each department and the respective responsibilities before deciding upon a career path.

We aim to arm our Graduates with a wealth of knowledge and experience by providing as much exposure and opportunity as desired.

Our scheme spans across 2 years, through which our Graduates will undertake a variety of rotations, ranging from 4 weeks to 6 months in various departments of the business. This allows you to experience the whole housebuilding process from start to finish.

Rotations will include working within the following teams: Construction, Development, Customer Service, Land & Planning, Technical, Sales & Marketing, Commercial (Quantity Surveying, Estimating and Buying)

Our Graduates are given real responsibility in their role enabling you to take ownership of everything you do, with the support and guidance of our experienced teams.

At the end of the programme, our graduates work together with their line managers and mentor to identify the areas of the business they have enjoyed the most and have been the most successful in. Once you have identified the area you would like to work in, we will work with the business to facilitate your promotion into your desired role.



Graduate Trainee Role

What's on offer? As a Graduate Trainee at Countryside, our structured training programme will provide you with the following:

Graduate Buddy

An existing Graduate in the business that can guide you through processes, give you advice on further study and accreditations, give an honest opinion and answer any questions you might have. Your Buddy is always at the end of the phone and you can arrange to meet formally or informally at any time!

Mentor

You are matched with a mentor that has differing strengths to encourage you to develop your own. You will normally meet with your mentor on a monthly basis, but this can be as regularly as you feel you need to! They provide you with advice based on their own experience and what they expect of Graduates that rotate through their own departments. Our mentors are senior members of the team, typically Director level, that are incredibly passionate and dedicated to the progression of Graduates.

Placement Promise

At the beginning of each new rotation, you will have allocated time with the leader of the department to identify targets and objectives for you to achieve by the end of that rotation. The department leader will confirm to you what the Graduate role within their team is, but also to identify areas and projects that you can nominate yourself to be involved in for your own progression. These targets are regularly reviewed throughout your rotation to ensure you are happy and getting the exposure you want!

Highest Level of Exposure

As the fastest growing housebuilder, Countryside are continuously identifying development opportunities and this results in different projects constantly becoming available. You are encouraged to be involved

in as many of these new projects as possible, allowing you many opportunities. This may mean that you will complete a couple of rotations in different offices across the region. Countryside will support you with appropriate travel / accommodation / relocation costs to ensure that you are able to make the most of these opportunities.

Graduate Community

As you will be joining a current network of Graduates at various stages, there is a wonderful community for you to join! The Graduates meet regularly and take turns to arrange and chair meetings, to discuss current industry topics, current projects within their rotations and to share knowledge. They also maintain a healthy social life and enjoy many events throughout the year together!

The Benefits Package

Salary
£25,000 basic starting salary

Bonus
Up to 10% of basicsalary, targeted based on company performance

Company Car options
Hundreds of makes and models to choose from including Electric & Hybrid options

OR

Car Allowance
£325 per month, equivalent to £3,900 per annum (before normal employment deductions)

Location
Opportunities across all offices within the Countryside Group

Study Support / Further Study
Masters & Accreditations supported and funded

Holiday Entitlement
25 days per annum plus Bank Holidays and Christmas Closure. Opportunity to buy or sell up to 5 days per year

Pension Scheme
Bronze Scheme - minimum of 3% Employee contribution, 7% Employer contribution

Private Medical Cover
Providing free cover for you, cover can be upgraded to include dependants (contribution required)

Life Assurance
2 x scheme salary, able to be increased via contribution

Company Equipment
Laptop, Mobile Pphone, full PPE & site uniform as necessary



BY GUY BALMFORD

My Countryside graduate scheme



I have recently begun my graduate career with Countryside, but I have known the company for some time, as I live very close to Beaulieu, Countryside's flagship development in Chelmsford. I began searching for graduate positions whilst on my gap year and when I discovered the Countryside scheme, I applied straight away.

After applying to the scheme, I was invited to attend the assessment day at Head Office. This involved a series of challenging but fun individual and group activities testing communications skills, listening skills and sector knowledge. A few weeks later, I was invited for an interview with Andrew Carrington, Managing Director, Strategic Land, and two days later I received a call to say I'd been awarded a position on the Grad Scheme.

No day looks the same as a graduate at Countryside, the only guarantee is that you'll be exposed to plenty of new things and we're always guided along the way. At the moment, my week is usually split between Sussex, Cambridge and Essex. My roles and responsibilities vary depending on what projects I am working on. On one project, I might be included in meetings to further my knowledge and on others, I might be leading a site visit with an ecologist to discuss issues that need to be dealt with in order to meet planning regulations.

I am based at Countryside House in Warley and am currently completing my first rotation in Strategic Land. Fortunately, because of my early start on the scheme, I

have had the opportunity to move around in this department to gain further experience. Even in my short time, I have worked on five main schemes and numerous new business opportunities.

One of the highlights so far is working at Beaulieu in Chelmsford. Having grown up in the local area, I have seen first-hand the growth and the change in the area and have seen the effect that the development has had, and the improvements it is bringing. It makes me very proud that I am having a positive impact on the local area.

Knowing that I am working on projects that people will enjoy living in and aspire to live in is the thing I like most about working at Countryside. As a company, Countryside goes beyond just building houses and creating places – there is an equal importance for community shaping, with a lot of focus on things like landscaping and community art. It really does add to the character and the setting of a place.

It's been fantastic working here, I really couldn't find a fault if I tried. I look forward to the challenges each day holds and know that the support is in place if I need help.

BY CHRISTINA COE

My Countryside graduate scheme



I'm just a few weeks in to my graduate career at Countryside, and so far, it's been great! Even the application and interview process was enjoyable. I was relieved that the anxiety that typically comes with finding a job after university quickly disappeared, with Countryside's smooth and friendly interview process making everything much less harrowing and a lot more enjoyable!

I chose Countryside's Graduate Scheme because I wanted to be able to experience different aspects and departments within a company and also be given the chance to consistently develop and progress. I wanted the opportunity to continue my academic qualifications in line with my chosen career path and the Countryside scheme has allowed me to do just that.

After graduating with a degree in History, I never imagined that I would end up working in construction! When I started a position straight after university working for a supplier of materials for a main contractor, I soon became fascinated with being on-site and discussing technical details; I loved how much went into a project from start to finish. I spent my time between working with distributors who supplied our product to main contractors, and with sub-contractors who worked on various construction sites. After two years with the company, I chose to pursue a career in housebuilding, specifically because I wanted to work for a market-leading company.

At the moment, a typical day in the office starts with checking emails and then supporting the senior surveyor on what

needs to be done. In my first few weeks, I have learnt about the process of tendering and procurement, and have looked at all the vital documentation and processes that go into this. I have assisted on processing payments for sub-contractors and will soon be starting my own small projects to work on.

I have also visited two sites - Acton Gardens and South Oxhey - to watch and learn how a valuation is done with the agent, as well as observing a meeting to discuss variations. I am based in Acton, in the West London office and am currently working on Phase 5 of Acton Gardens, as well as assisting with the procurement of Phase 9.

The culture at Countryside is very friendly - everyone makes an effort to ensure you feel at ease. I feel very comfortable asking questions when needed and the work I am going to be undertaking is very exciting! I have thoroughly enjoyed working here so far. I am already working on a variety of tasks and have progressive responsibility.

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