



**BARRATT**  
DEVELOPMENTS PLC

# ASPIRE

Graduate  
Programme



NATION'S LEADING HOUSEBUILDER

FTSE 100 COMPANY

17,908 NEW HOMES BUILT LAST YEAR

30TH 'BEST PLACE TO WORK IN THE UK'  
BASED ON GLASSDOOR REVIEWS 2022

£5.0 MILLION DONATED TO UK CHARITIES  
THROUGH THE BARRATT FOUNDATION

# COMMUNITY

**A leading housebuilder  
where people come first**

We've been nationally recognised as a 5 star housebuilder thirteen years in a row for supplying high-quality homes for all generations. That's more than any other major housebuilder. It's because we combine the brightest minds, the latest technology, and a genuine commitment to putting customers first.

**It takes a community to  
build a community**

We are building an organisation where anyone with drive and talent can pursue the career they want. We are building a culture where anyone, regardless of gender, race, sexuality, disability, background or any other characteristic, can progress and be proud to work for Barratt.



# BRANDS

Our three consumer brands, Barratt Homes, David Wilson and Barratt London make up the heart of our business.



## Creating places you'll love to live

Barratt Homes focuses on providing homes perfect for first time buyers and families, offering a range of energy efficient properties across England, Scotland and Wales.



## A home and service that's a cut above

With decades of experience in building family homes it is no surprise that David Wilson is known for its beautifully designed houses that are built to the highest quality with fixtures and fittings to match.



## Making London an even better place to live

Barratt London is one of the leading residential developers in the capital with over 30 years' experience. Our portfolio in London is diverse and ranges from state-of-the-art apartments and penthouses in Westminster to riverside communities in Fulham, and complex, mixed-use regeneration schemes in Hendon.



ASPIRE Graduate Programme



# VISION

Our vision is to lead the future of housebuilding by putting customers at the heart of everything we do. We have four priorities to help us get there.



## Putting customers first

Whether it's home buyers or colleagues across the business, you'll always be put in the best possible position to do everything you can to make sure customers get what they need from us.



## Great places

We want to build homes that people are proud to live in which means you will have the support, resources and opportunities to do work that you're proud of.



## Leading construction

To deliver high-quality homes every time, we will always invest in the latest technology and enable our people to use innovative methods to continue to improve how we work.



## Investing in our people

We will only achieve our ambitious vision if we keep the best people working here. That means we will always prioritise your development and invest in training and opportunities so you can keep learning throughout your career.



ASPIRE Graduate Programme

“ I’ve had so much responsibility in my first year. I’ve managed variation sheets for live sites, reviewed floor plans and elevations of our house types, and carried out technical site visits. I’ve developed marketing material for land owners, updated site material aligning with tender packs, and carried out on-site NHBC checks at various stages of build. I’ve experienced the role of a Sales Adviser, and I’ve also led a sales and marketing research project, in which I presented my findings to key figures in my division ”

Technical Graduate  
Barratt Homes Bristol



ASPIRE Graduate Programme

# GRADUATE PROGRAMME

As a graduate, you’ll gain broad business exposure and have the opportunity to learn through working in real roles. You’ll have structured training to meet your professional development needs and the chance to build connections across our business.

## ASPIRE Graduate Programme

Open to graduates of all degree backgrounds, the two-year ASPIRE Programme is tailored to allow you to explore both our business and your own talents. You’ll have the opportunity to rotate around every area of our business in the first year, giving you the chance to show us what you can do and find out where your talents fit best.

Following your rotations you’ll re-join your original team to specialise in your chosen area during your second year on the programme, where the projects are longer, the challenges greater, the experience more focused and intense.

We want to develop leaders of the future, so to help you on your way you’ll have a personal coach, and dedicated mentoring from a Managing Director or Operations Director.



In 2023, we’re celebrating 16 years of our ASPIRE Graduate Programme.



## Benefits

- 26k to 29k starting salary
- Professional qualifications sponsorship
- 25 days annual leave plus bank holidays
- The ability to buy and sell holiday
- Staff discount on house purchase
- Pension
- Employee Assistance Programme
- Range of enhanced Family Friendly policies
- Health and Wellbeing Services
- BenefitHub – make savings with more than 400 national retailers on everything from travel, shopping and days out
- Long service holiday accruals

In addition, with the My Barratt Benefits scheme, you can sacrifice some of your salary for a range of benefits

**MY BARRATT**  
BENEFITS

ASPIRE Graduate Programme

“The support has been second to none; right from the assessment centre, throughout the programme, and beyond into your chosen career. Nothing is ever too much and having joined the ASPIRE graduate programme 11 years ago, I still have a close knit support network work not only from those that run the scheme but also my fellow alumni colleagues”

Group Technical  
Innovation Manager  
Group Support

# PROFESSIONAL QUALIFICATIONS

If you are interested in completing a professional qualification during your time on the ASPIRE programme then we will provide support in helping you complete this. Barratt supports a number of professional qualifications including RICS, RTPI, ACA and CIOB.

## RICS/RTPI

We have an agreed Structured Training Agreement in place and your Line Manager is available to act as your supervisor throughout. Subject to a successful application, funding is also available to pay for your fees should you wish to pursue chartered status through the APC process.

## ACA

We will support you through and fund your ACA Qualification. It will take between three and five years to complete, studying part time around your work commitments. It's made up of a number of elements including 450 days of work experience and completion of 15 exam modules.

## CIOB

The CIOB Professional Development Programme (PDP) usually takes between one and three years to complete. During that time you will assemble a portfolio of work to show that you can meet certain key competencies across 12 specific units. To gain your CIOB, you will need to have a qualifying university degree – which may or may not be accredited by the CIOB and may or may not be in a construction related profession.



“ I’ve been able to use what I experienced on the ASPIRE programme throughout my career with Barratt, particularly when it comes to leading my team and supporting their personal development and wellbeing.

In my role as Divisional Development Director, I am responsible for the acquisition of new land, planning applications and strategic land promotion. It’s my responsibility to ensure we are purchasing enough new sites to ensure the business grows and we deliver our targets

Development Director  
DWH Southern



## LAND AND PLANNING

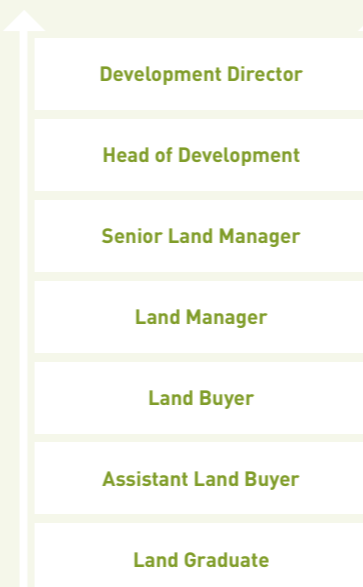
Our Land & Planning team finds the best land in the right locations so we can build great places to live. As a Land Graduate, you’ll be supporting the team to identify land opportunities, making sure it fits our business need, to negotiating with sellers to get the best possible deal. The research and assessments you’ll do are essential to making sure that the homes we build will be the high quality our customers expect. You’ll also help work with communities to make sure that we’re keeping everyone informed and creating developments that are sustainable and have a positive long-term impact.



### Common Degree Backgrounds

- Real Estate
- Planning and Property Development
- Urban Design
- Geography
- Business Studies

### Potential Career Pathway



“The team I work in develops housetypes; ranging from minor changes to help improve buildability, to developing new housetype ranges and construction methods to respond to new regulations.

In my role, I have also been lucky to be involved with exciting research projects working alongside other housebuilders, manufacturers and suppliers to see how homes could be built in the future, using modern methods of construction and new technologies

Architectural Designer  
Group Support

# TECHNICAL

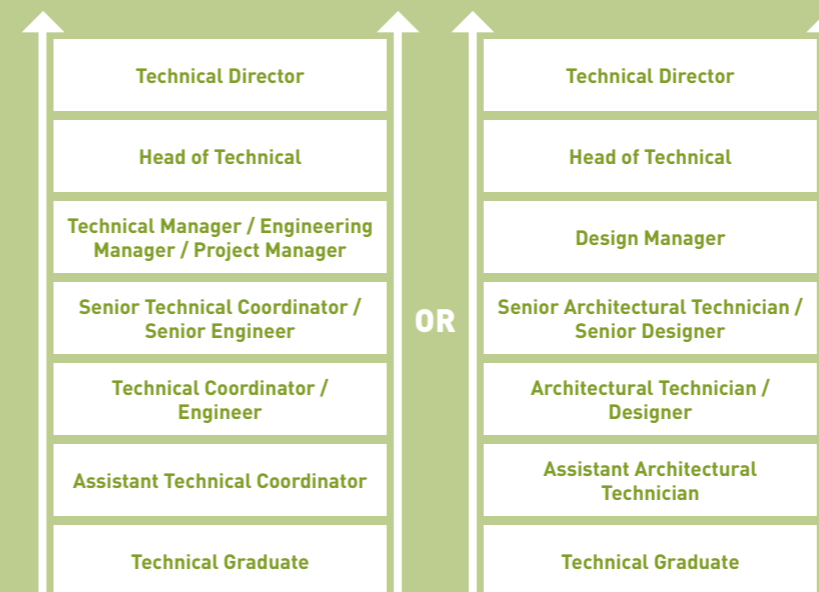
The Technical team are responsible for designing outstanding homes and places and making sure we stay at the cutting edge of technology and materials. As a Technical Graduate, you'll get involved at every stage of the building process, from creating the layout of a site, to producing working drawings, through to providing your expertise in helping build and sell our homes. As well as considering the design, you'll be involved in liaising with consultants to help design roads, sewers and open spaces to make sure they help create the perfect environment for our customers. on top of that, you'll be helping to research new innovative building techniques and materials to ensure that we deliver quality at the best possible price.



## Common Degree Backgrounds

- Civil Engineering
- Architecture/Architectural Technology
- Building Surveying
- Construction Management

## Potential Career Pathway



“ I have loved expanding my knowledge about the industry. No two days are the same and there is always something new to learn. Everyone has gone above and beyond with making me feel like a part of the team. Not only have my colleagues given me the knowledge I need to succeed in my role, they’ve also coached me through how to face any obstacles that may come my way ”

ASPIRE Graduate  
BDW South West



# COMMERCIAL

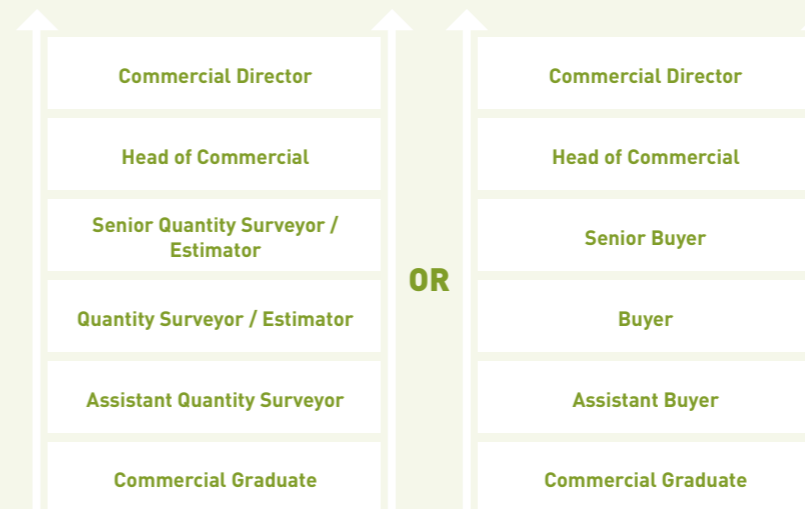
Our Commercial teams are responsible for controlling cost and driving best value for all aspects of our build projects. As a Commercial Graduate you’ll support the team in sourcing and managing of sub-contractors and materials as well as identifying innovative ways to build quality homes in the most efficient way possible. You’ll be involved from the beginning, working out how much it costs to build developments so we know the estimated value of a development before we buy it. You’ll support the team in knowing and accurately reporting how much it costs to build our homes during the construction process. You’ll also help set targets, monitor costs and negotiate contracts with suppliers so we can keep buying land and building quality homes at a known and efficient cost base.



## Common Degree Backgrounds

- Quantity Surveying
- Procurement/Buying
- Finance/Accounting/Mathematics
- Business Studies

## Potential Career Pathway





“The best thing about the graduate programme is that you are exposed to all areas of the business and are mentored by senior members of the organisation from the outset. The graduate scheme opens doors into all areas of the business where you gain an understanding of the different functional areas, and their input into the wider business.

The programme allowed me to train and become an assistant site manager having studied Business Management at university. I now have an NVQ Level 4 in Construction Management and am training to become a Land Buyer 🏡🏡

Trainee Land Buyer  
BDW Mercia



# CONSTRUCTION

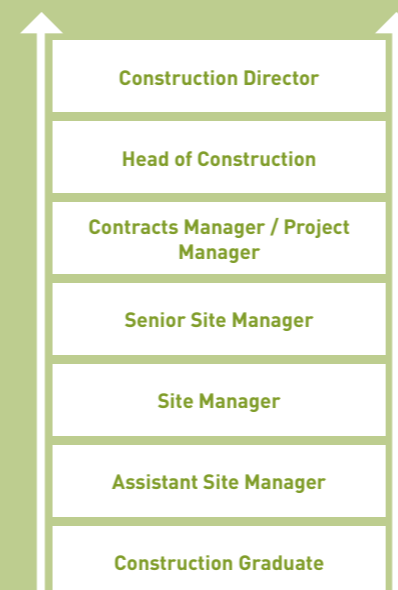
Construction teams at Barratt are front and centre when it comes to building the quality homes that our customers expect from us. As a Construction Graduate, you'll work on-site to help turn our Technical teams' designs into reality and manage some of the most complex, challenging building projects across Great Britain. You'll be working with sub-contractors to ensure every building stage is completed to the highest standard, on time, exceeding our customers' expectations, with health and safety being at the forefront of what you do. As a Graduate, you'll also experience our Customer Care team, who act as the point of contact for all customers once they've purchased their new home. You'll be proactive in making sure our new developments feel like communities so that people who move in can feel at home from day one.



## Common Degree Backgrounds

- Construction Management
- Project Management
- Civil Engineering
- Building Surveying

## Potential Career Pathway



“ The ASPIRE Programme allowed me to gain experience and exposure to every department in the business. Not only was this excellent for building knowledge but allowed me to forge strong relationships which I still call upon many years later ”

Sales & Marketing Director  
Barratt Southern Counties



# SALES AND MARKETING

The Sales & Marketing team look after our customers and help them through one of the most important parts of their lives; buying a new home. We pride ourselves on putting customers first, and the Sales and Marketing team are a key part in making that vision a reality. As a Sales & Marketing Graduate, you'll work in the office and across local marketing suites to make sure we're showing people the perfect home for them. You could be involved in building websites, running marketing campaigns, answering customers' questions, as well as being on hand to guide and support them through the personalisation of their brand new home; making sure they're happy after they've moved in.



## Common Degree Backgrounds

- Business Studies
- Marketing
- Economics
- Communications

## Potential Career Pathway



“ The ASPIRE Programme really helped me develop into who I am now, and I still draw on my time on the programme; almost 15 years after joining as a Finance Graduate. No industry is like the one we work in. It’s a life-changing product we’re manufacturing and it’s really rewarding at the end of the development ”

Managing Director  
Barratt Homes North East



# FINANCE

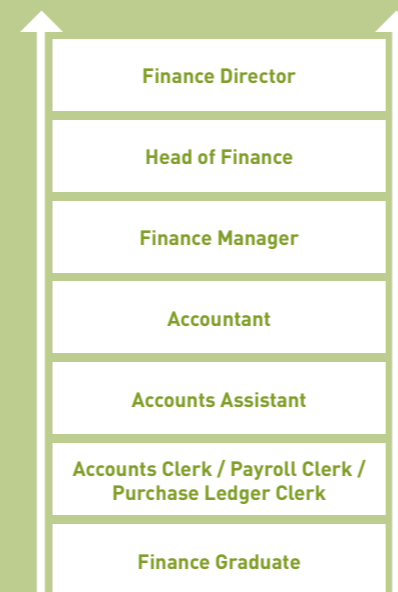
Our Finance team are involved at every stage of what we do to ensure that we stay financially healthy and continue making sustainable business decisions. As a Finance Graduate, you’ll help oversee every project and every development, providing strategic advice to managers and setting targets to help keep every project profitable. On a day-to-day basis, you’ll make sure that all suppliers and contractors are paid on time, which is key to maintaining the relationships we rely upon for the business. As a FTSE-100 company, the opportunities in Finance at Barratt are some of the most exciting in the industry and there’s a variety of challenges involved in continuing our success.



## Common Degree Backgrounds

- Finance/Accounting
- Mathematics
- Economics
- Business Studies

## Potential Career Pathway





The great thing about the scheme is being able to share knowledge with others in the cohort, who come from a variety of backgrounds and disciplines. I know if I ever need anything I can just give someone a call and I will be listened to, heard, and supported. Even though I've only been with the business for 5 months, I'm constantly learning. I've had a variety of responsibilities so far, such as supporting on the annual corporate sustainability questionnaire, the development of divisional socio economic footprints and drafting a letter of commitment to the world's largest corporate sustainability initiative; the United Nations Global Compactor

Sustainability Graduate  
Group Support



# GROUP SUPPORT

Our support teams are what keeps Barratt working behind the scenes. We're a 7,000-strong workforce and to stay at the leading edge of the industry we need to stay at the forefront of IT, HR, Law, Planning, Corporate Communications and everything else that keeps a large company ticking. Every team collaborates to put everyone in the best possible position to succeed and there are opportunities around the country. Our group functions are at the heart of the business and where they double up on regional teams (design, commercial, marketing, finance), their work tends to be more national, strategic and project-based.

## Common Degree Backgrounds

- As a Group Support Graduate, you'll specialise in one of our teams, and you're likely to have a relevant degree subject. We generally recruit one or two Group Support Graduates per year into one or two of our Group Support teams.

## Group Support Teams

- IT
- Human Resources
- Corporate Communications
- Group Sustainability
- Legal and Company Secretariat
- Group Technical / Urban Design
- Group Commercial / Group Procurement
- Barratt Partnerships (public sector partnerships)
- Safety, Health and Environment
- Group Finance
- Planning
- Group Sales & Marketing

Check the website for this year's vacancies



# LOCATIONS

From smart city flats to family houses, we're creating great new places to live throughout Britain. We typically have over 300 developments across the country at any one time. The following areas are where our divisional offices are based:



## DEVELOPMENT SHOWCASE

### Burnside Riverside Quarter, Aberdeen

Burnside is an award-winning development in Aberdeenshire, part of an urban quarter focused on the regeneration of Davidson's Paper Mill. The creation of a green corridor around the watercourse, with pedestrian footbridges across it and helps connect the community and provides a sense of arrival.



### Derwenthorpe, York

Derwenthorpe is a partnership scheme with the Joseph Rowntree Housing Trust on this multi-award-winning development of contemporary homes. The development layout puts people at the centre of the community; a third of the site is public open space and park areas. All homes incorporate green features and materials to promote sustainable and affordable living.



### Nine Elms Point, Central London

This development forms part of the Vauxhall Nine Elms Battersea Opportunity Area, which is the largest regeneration project ever undertaken in London. The development comprises three towers of 18, 27 and 37 stories respectively, with an 83,088 sq ft flagship Sainsbury's superstore providing a base for part of the development. Residents will also be able to use a private entrance to Nine Elms tube station, which has recently opened.



### Trumpington Meadows, Cambridge

Trumpington Meadows is an award-winning development, providing 1,200 contemporary homes set in 148 acres of waterside country park. The development is providing a wide mix of new homes to help meet local housing needs, with 60% for private sale and 40% affordable. They offer residents a 'greener' way of life: as well as being set within parkland, providing allotments and access to a future orchard on the River Cam.





# FAQS

## What degrees disciplines do you accept?

We accept any degree discipline. Whilst it helps to have a relevant degree, our previous cohorts boast a wide variety of background experience and degree discipline from property & construction-related degrees to psychology, geography and business studies.

## Can I apply for more than one role?

We ask that you apply only once, choosing the discipline you feel best suited to. During the ASPIRE programme, you'll explore your talents, and we'll help you find the most suitable pathway for you.

## How do rotations work geographically

The first year rotational period takes place within the geographical boundaries of your chosen division. Except for time spent on site during your Construction and Sales rotations, and for travel to and from some training days, you will be based in the head office of the division or working from home.

## What courses will I attend?

Continual improvement is high on the agenda at Barratt. We want graduates who join us now to enjoy diverse career opportunities within our organisation in the future. So we are keen to equip you with the broader management and people skills you need to grow professionally. This isn't simply about gaining technical knowledge or learning how our organisation operates. It is about taking practical measures to develop the softer skills such as networking, team working, relationship building, creative problem solving, influencing and persuading, as well as managing change.

## What happens at the end of the programme?

Our programmes are structured with clear milestones built into your Personal Development Plan. So each step of the way, you will be able to see exactly how far you've come and exactly what else you need to achieve in the future. When you've successfully completed your programme, you will join your chosen department and begin your first role.



# WHO WE'RE LOOKING FOR

## You'll need to be:

- Minimum 2:2 degree-qualified, or hold an equivalent or higher qualification
- Self-confident, articulate, resilient
- A lateral and innovative thinker
- Able to work on your own initiative
- Able to rapidly absorb new and complex information
- Passionate about the customer and a role model of this behaviour
- Energetic and enthusiastic about achieving your goals
- Driven, self-motivated and results-oriented
- A strong communicator

We're more interested in your potential than what you've already done. What can you show us that makes you think you have the leadership potential to make a real difference at an industry-leading commercial operation?

We have identified some characteristics that we think do well here. Think carefully about how you match up to our competencies before applying.

## Our competencies

We have six main competencies that we look for in any potential employee.

1. **Big picture focus**  
You're well-rounded with the initiative to make decisions and the awareness to understand how they will impact the wider business.
2. **Putting the customer first**  
You understand the importance of customers and always look to improve their experience.
3. **Engage others to deliver**  
You work well with people and understand the importance of teamwork, the difference in team members, and the value of honest, open feedback.
4. **Builds relationships**  
A confident communicator in any situation, you're sensitive to other people's views, but can present your own in a positive and persuasive manner.
5. **Focused on success**  
You'll work tirelessly to achieve objectives; thinking laterally, overcoming challenges, resolving issues and delivering.
6. **Drives change and continuous improvement**  
You adapt positively to new challenges, and don't mind stepping out of your comfort zone especially to improve yourself and the business.





# HOW TO APPLY

## 1. Apply online

Remember, selection is a two-way process. We want to find out more about you. But it's equally important you find out about us too. Applications are typically open between November and January, to find out more about the roles available and apply, please scan the QR code below. You will be asked for your CV so make sure it is up to date.



Please apply by scanning the QR Code or click the link [HERE](#)

## 2. Blended virtual assessment including video interview

If you are successful, you will be invited to participate in a blended virtual assessment, where you will be asked questions about your key skills, commercial awareness and motivations.

## 3. Online assessment centre

These are typically held during February. Here's where we will see how well you think on your feet and react to a working environment.

## 4. Final interview

Final interviews typically place during March with a Director at your local office.



## 5. Job offer and start

Successful applicants receive their offers from March onwards, and you'll start on programme with us at the beginning of September.

## Contact Us

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**Telephone**  
0121 713 6940 (Monday to Friday, 9am-5pm)

**Web**  
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