



Barratt
Redrow

ASPIRE

Graduate Programme





ASPIRE Graduate Programme

Our Community, Your Career...

Not all housebuilders are the same.

At Barratt Redrow, we think differently.

We think about progress, and have a history of introducing new ideas to the industry. For our customers, that means better, more sustainable homes and communities. And for you, a rewarding career that continues to evolve.

- 🌱 **1** in Housebuilding.
- 🌱 **5** nationally recognisable brands.
- 🌱 **30**th 'Best Place to Work in the UK' (Glassdoor, 2022).
- 🌱 **100** FTSE (Financial Times Stock Exchange) company.
- 🌱 **8,000** employees.
- 🌱 **17,000** new homes built each year.

About Us

We are the nation's leading housebuilder.

From Scotland to the Sussex-coast, our divisional offices and 400+ sites span Britain. Together, our divisional teams and Group Support functions drive our success and bring our purpose to life.

Our divisional teams manage every phase of the building process, from land acquisition and community development to guiding customers through their buying journey and providing support long after the sale. Our Group Support functions offer vital expertise and assistance, ensuring we remain at the forefront of the housebuilding industry.

Life at Barratt Redrow

For insight into our culture [click here,](#)

Building Tomorrow Together

ASPIRE Graduate Programme

Our Graduate Programme

Two-years

Programme Start: September

Open to graduates from all degree backgrounds, ASPIRE is designed to nurture our future business leaders.

Our programme is tailored to support your career development in your chosen discipline, whilst building your understanding of how our departments work together to build and sell communities.

Programme Structure

ASPIRE is tailored to give you a rounded insight into the house-building lifecycle alongside your chosen discipline. You'll rotate around each area of our business in your first year. If you're applying for a role in Group Support, your rotations will be tailored to compliment your chosen discipline.

In year two, you'll re-join your chosen team, where the projects are more impactful, the challenges greater and the experience more focused on preparing you for your role post-programme.



Est. since
2007

Development

Throughout the programme, you will engage in specific training and development modules delivered exclusively to ASPIRE graduates to provide you with the skillset and self-awareness to be successful. You'll also experience several development modules, including 'Communicating with Confidence', 'Becoming a Leader' and 'Conflict Management'.

Support

You will be supported throughout the programme, receiving direct mentoring from a senior leader or Head of Department, who will share insight and guidance during scheduled review meetings. A dedicated programme lead will also support you through the development modules and graduate projects. In addition, you'll work closely with your graduate cohort, growing together over the programme and building solid relationships that will support you throughout your career.

“ I’ve applied my experience from the ASPIRE programme throughout my career at Barratt, especially in leading my team and supporting their development and wellbeing. In my role, I oversee land acquisition, planning applications, and strategic land promotion to ensure we secure enough new sites for business growth and targets. ”

Divisional Development Director



ASPIRE Graduate Programme

Land & 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 & Property Development
- Urban Design
- Geography
- Business Studies

Potential Career Pathways

Development Director

Head of Development

Senior Land Manager

Land Manager

Assistant Land Buyer

Land Graduate



Building Tomorrow Together

“ My team develops house types, from minor buildability improvements to creating new designs and construction methods to meet regulations. I’ve also been fortunate to work on exciting research projects with housebuilders, manufacturers, and suppliers, exploring future homebuilding using modern construction methods and new technologies. ”

Architectural Designer



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.

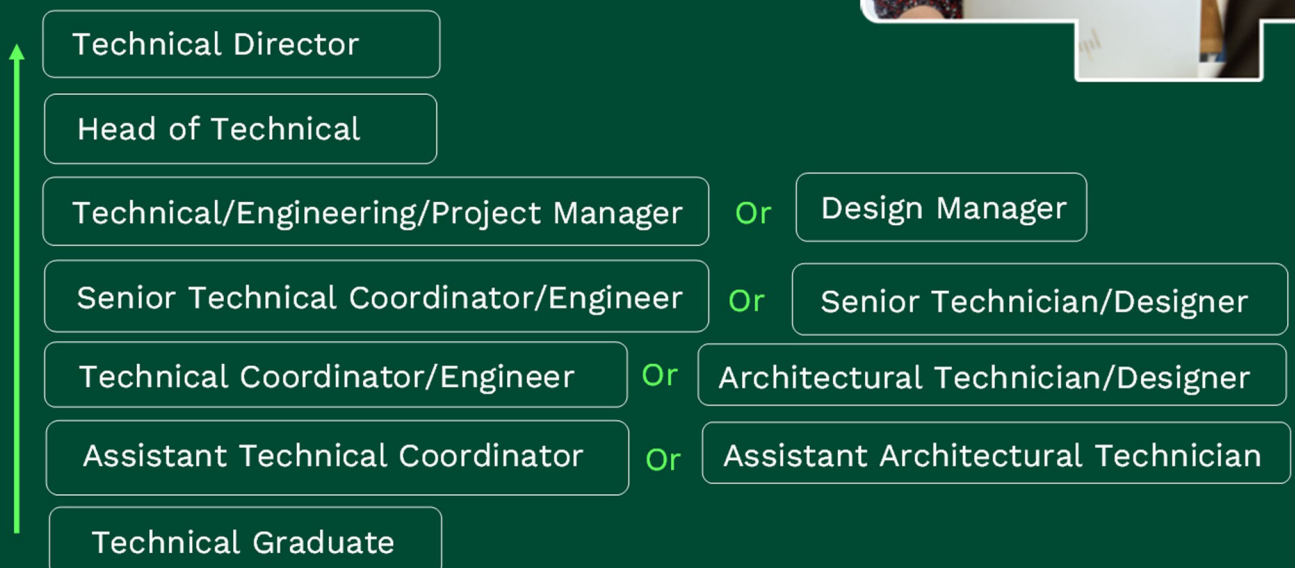
As well as considering the design, you'll be involved in liaising with consultants to help design roads, sewers and open spaces to make sure they help create the perfect environment for our customers. on top of that, you'll be helping to research new innovative building techniques and materials to ensure that we deliver quality at the best possible price.

Common Degree Backgrounds

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



Potential Career Pathways



“ The commercial discipline is diverse, combining site visits with hybrid working to manage and report all financial aspects of on-site activities. ASPIRE provides a holistic business view and excellent personal development opportunities. I’m incredibly proud to have been an ASPIRE graduate. ”

Assistant Quantity Surveyor



Commercial

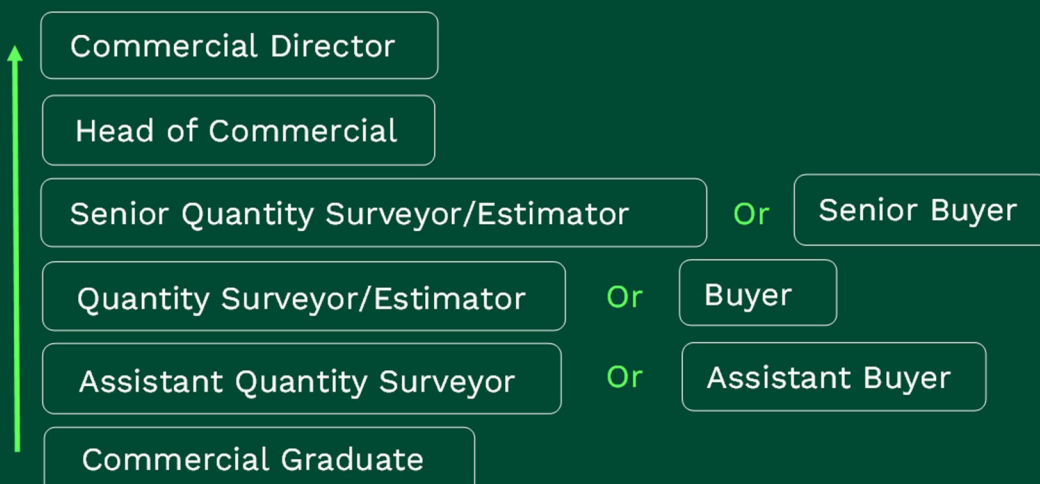
Our Commercial teams are responsible for controlling cost and driving best value for all aspects of our build projects. As a Commercial Graduate you'll support the team in sourcing and managing of sub-contractors and materials as well as identifying innovative ways to build quality homes in the most 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 Pathways



“

ASPIRE has helped me form relations with members of different departments throughout my division. On site I help manage build programmes, subcontractors, quality check build stages, Health and Safety etc. and so much more. No day is ever the same! And I love it. ”

Construction Graduate



ASPIRE Graduate Programme

Construction

Construction teams are central to building the high-quality homes our customers expect. As a Construction Graduate, you'll work on-site to bring designs to life, managing complex projects and ensuring every stage meets the highest standards, on time and with health and safety as a priority.

You'll also collaborate with all of our teams to ensure new developments feel like welcoming communities from day one.

Customer care isn't over once the tools go down, though, our site team is on hand for the first 20 weeks to make sure customers are 100% happy with their home. And all of this is completed with health and safety at the forefront of what they do

Common Degree Backgrounds

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

Potential Career Pathways

Construction Director

Head of Construction

Contracts Manager/Project Manager

Senior Site Manager

Site Manager

Assistant Site Manager

Construction Graduate



Building Tomorrow Together

“ 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



ASPIRE Graduate Programme

Sales & 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.

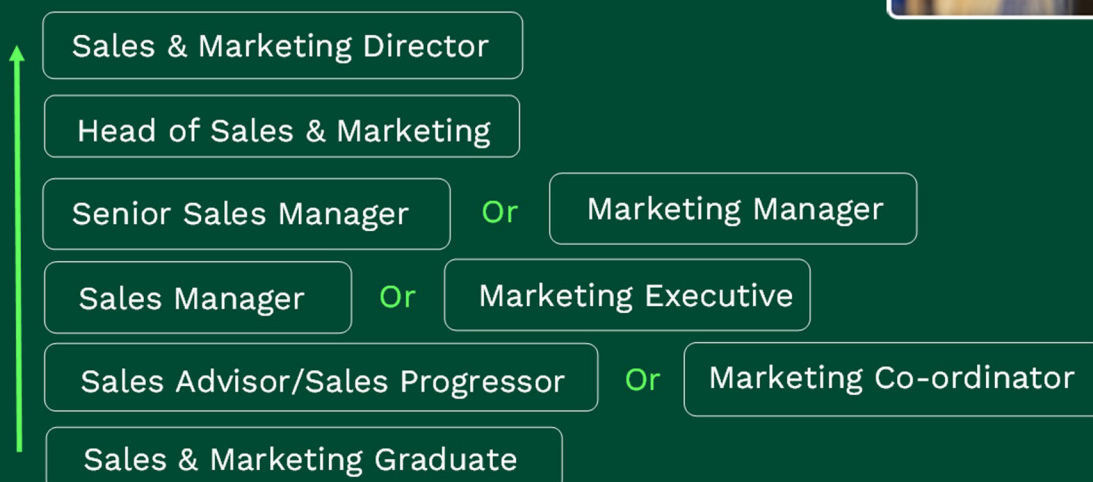
You could be involved in building websites, running marketing campaigns, answering customers' questions, as well as being on hand to guide and support them through the personalisation of their brand new home; making sure they're happy after they've moved in.

Common Degree Backgrounds

- Business Studies
- Marketing
- Economics
- Communications



Potential Career Pathways



Building Tomorrow Together



“ 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 Redrow

ASPIRE Graduate Programme

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 Redrow 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 Pathways

Finance Director

Head of Finance

Finance Manager

Accountant

Accounts Assistant

Accounts Clerk/Payroll Clerk/Purchase Ledger Clerk

Finance Graduate



Building Tomorrow Together



ASPIRE Graduate Programme

Group Support Centre (GSC)

Our support teams are what keeps Barratt Redrow 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.

Group Support Teams

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



Building Tomorrow Together



Qualifications you can receive

Interested in pursuing a professional qualification in your chosen area during or following the programme?

We aim to support you wherever possible. Depending on your discipline, this could be with:

The Royal Institute of Chartered Surveyors (RICS)/ The Royal Town Planning Institute (RTPI)

We have Structured Training Agreements in place with both organisations. Funding is also available to help you achieve chartered status through the Assessment of Professional Competency (APC) process.

The Institute of Chartered Accountants in England and Wales (ICAEW)

The ACA qualification takes 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 15 exam modules.

The Chartered Institute of Builders (CIOB)

The CIOB Professional Development Programme usually takes between one and three years to complete. To be eligible for this programme, you'll need a qualifying university degree.

Chartered Institute of Architectural Technologists (CIAT)

The CIAT-accredited programmes blend design, building technology, and construction management. To be eligible for this programme, you'll need a qualifying university degree.



Eligibility

- Minimum 2:2 degree-qualified or hold an equivalent or higher qualification.
- Right to work in the UK.
- Full drivers licence (except if you're applying for a role in London).

Who we're looking for

We're interested in your potential, as well as your experience. You will need to:

Make it happen

- Show confidence to take the lead, take ownership and make it happen
- Deliver and always strive for excellence

Do it right

- Act with honesty and integrity, be dedicated to excellence in design, quality, sustainability and delivery

Do it together

- Desire to learn, grow and succeed, and help those around you do the same
- Value and respect others as individuals

Do it for our customers

- Embrace new ideas
- Put our customers first



Frequently asked questions

Please see the below FAQs, however any further questions which are not listed below, please contact grads@barrattplc.co.uk.

What degree disciplines do you accept?

We accept any degree discipline.

Whilst it helps to have a relevant degree, our previous cohorts have studied everything from property & construction-related degrees to psychology, geography and business studies.

Can I apply for more than one role?

You should only apply to the one role you feel you're best suited to. However, during the ASPIRE programme, you'll have lots of opportunities to build your understanding of the wider business.

What courses will I attend?

During the programme you will have the opportunity to attend a variety of development modules, designed to give you the knowledge and skills to grow professionally.

These will focus on your personal development, as well as providing insight into our wider business, with topics ranging from 'personal growth' through to speaking to our Group Support functions.

What happens at the end of the programme?

Our programme is structured with clear milestones built into your Personal Development Plan. When you've successfully completed your programme, you will be promoted and begin your first role in your team.

BARRATT
HOMES



How to apply

1. Apply online

If applications are open, get your online application under way by clicking the link below, and don't forget to attach your CV. [Tips here.](#)

2. Video interview and psychometric assessment

If successful, you'll be invited to a video interview, where you'll be asked about your skills, commercial awareness and motivations.

Following the video interview, successful candidates will be invited to complete an Personality Questionnaire to understand their suitability for the programme. [Tips here.](#)

3. Final interview and assessment

The final assessment process consists of an interview and presentation, which will take place from March with a Managing Director at your local office. [Tips here.](#)

4. Job offer and start

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