

**BLOOR HOMES**<sup>®</sup>

# BLOOR HOMES TRAINEE OPPORTUNITIES

[bloorhomes.com/careers](https://bloorhomes.com/careers)





# A COMMITMENT TO DEVELOPING FUTURE TALENT

At Bloor Homes, we don't just build carefully crafted homes, we also help shape the future of our people too. That's why we are proud to introduce you to our Trainee Programme, the perfect place to fulfil your career potential. We have always recognised the need for an on-going supply of skilled people for the benefit of not only the company, but the industry as a whole. To achieve this, we invest in the recruitment, training and development of our people across a wide number of roles.

We are proud to have over 60 people from a wide range of backgrounds currently in our Trainee Programme, alongside the numerous people that have qualified and now developing their promising career with us.

We are looking for people who have a genuine passion to work in the industry, a desire to work hard and a commitment to learning. As a Bloor Homes trainee you will discover the advantages of working with one of the UK's largest housebuilders and the excellent career opportunities this can provide.





# THE IDEAL PLACE FOR CAREER PROGRESSION

Become a Bloor Homes Trainee and achieve a qualification in the following disciplines:

- ARCHITECTURAL TECHNICIAN
- ENGINEER
- QUANTITY SURVEYOR
- SITE MANAGER

As a Bloor Homes trainee, you have the opportunity to earn an income whilst learning on the job. We will fully fund your completion of an industry recognised qualification relevant to your role, and ensure you have access to a training provider for the required off-the-job training. More than this, by working with us as you learn you can enhance your knowledge and skill base whilst working on projects both you and the company can be proud of!

## ENTRY REQUIREMENTS

Depending on the role, the entry criteria may vary. In most cases, alongside the relevant training provider's eligibility requirements and enrolment process, we are looking for candidates with GCSE's (Grade 4 and above in English and Maths) and 2 A-Levels (or equivalent).



Visit our website to discover more exciting Trainee opportunities we have across other areas of the business:  
[bloorhomes.com/careers](https://bloorhomes.com/careers)





**BLOOR HOMES**



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CAREER WITH  
US TODAY



**BLOOR HOMES**



Bloor Homes sits proudly amongst other successful companies within the Bloor Group.



Creating better life experiences.  
One home at a time.



# BUILDING QUALITY HOMES FOR OVER FIFTY YEARS

**Bloor Homes was formed in 1969 by John Bloor. We have over fifty years' experience in building quality new homes across the UK.**

As one of the leading privately-owned house builders in the country, our success is based on strong traditions of quality, value for money and a genuine desire to build homes that give our customers years of pleasure.

The company is still owned by John Bloor who is actively involved within the day to day running of the business to ensure the high quality we pride ourselves on is achieved on all our homes.

We operate from nine regional offices based in Newbury, Swindon, Exeter, Tewkesbury, Tamworth, Bury St Edmunds, Northampton, Hinckley and Holmes Chapel with a Head Office located in Measham, Derbyshire.

We make every effort to conserve the natural balance of each location including the conservation of wildlife and the preservation of natural features.



We are the UK's largest privately-owned housebuilder completing 4,075 homes in 2020-2021.

# DRIVEN BY A UNIFIED PASSION

For over fifty years, we've been driven by our vision to 'Create better life experiences'. A sentiment that is at the heart of everything we stand for, not only for our customers but our valued employees.

That is why we all share a unique set of ingredients that help set the company apart for the benefit of our people and the thousands of happy customers we welcome home each year.



## OUR MISSION

It's not our ambition to be the biggest housebuilder.

Being a respected, family-run housebuilder known for our honest approach with quality homes at the core of everything we do.

Where we care as much about the people who help build our homes, as those that own them.

This creates environments that families aspire to live in.

## OUR VISION

**CREATING  
BETTER LIFE  
EXPERIENCES.  
ONE  
HOME  
AT A  
TIME.**

## OUR VALUES



# HONESTY

We tell things like they are, and when we don't get it right, we're the first to hold our hands up - and fix it.



# COMMITMENT

We are passionate about what we do and push ourselves to deliver the best possible outcome for all.



# MODESTY

You don't need to shout to be heard. We get on with the job and let our actions and work speak for itself.



# INTEGRITY

We have strong principles and work hard to do what's right for our people, customers and communities.



# QUALITY

While other housebuilders talk about quality, we deliver on it. Not just with our homes, but across all our work, in every department and at every level.

to put it simply...

# WE'RE GOOD PEOPLE

Working well together makes it easier to do business, is more productive, creates a pleasant working environment, and encourages customer loyalty.

**BLOOR HOMES**

# A CAREER WITH SO MANY BENEFITS

At Bloor Homes we provide more than a salary, we provide a rewards and benefit package that delivers value to all of our employees:



## COMPANY CAR

After the qualifying period you will be provided with a fully expensed company car (role dependant).



## COMPANY BONUS SCHEME

You will be entitled to participate in our bonus scheme which is paid annually.



## COMPETITIVE SALARY

You will start your career on a competitive salary which will increase in-line with your development.



## FUEL BENEFIT

Similar to the company car, after the relevant qualifying period you will be entitled to receive a contribution to your fuel cost running your company car.



## FREE EDUCATION

The company will fund your further education resulting in achieving a professional qualification. As a result you will not have any student debt!



### GROUP PERSONAL PENSION

We will automatically enrol you after 12 weeks' service into our great pension scheme. Of course you can join sooner if you choose to do so.



### EMPLOYEE ASSISTANCE PROGRAMME

We understand that well-being is of the up-most importance so Bloor Homes has partnered with BUPA to offer a free, confidential service which is available 24/7 to all employees.



### HOLIDAY PURCHASE SCHEME

Each year you will be given the opportunity to buy additional annual leave.



### LIFE INSURANCE

From day one, you will be entitled to Life Insurance whilst you are employed at Bloor Homes (until the age of 65) at no cost to yourself.



### BLOOR HOMES DISCOUNT

Take advantage of discount on one of our homes after 3 years of service.



### EYECARE

Anyone who uses a VDU is eligible for a voucher.



### TRIUMPH MOTORCYCLES DISCOUNT

After 12 months service you are entitled to discounts on a range of Triumph products, such as motorcycles, clothing, parts & accessories.



### CORPORATE HEALTH CASH PLAN

You are able to join our chosen providers health cash plan where everyday healthcare costs can be managed by paying a monthly premium which will be deducted from your salary.

# THE PERFECT PLATFORM TO SUCCEED

Our Trainee Programme is the ideal way to realise your potential. At Bloor Homes, we are dedicated to offering the support needed for each and every one of our trainees, both individually and as part of the Bloor family.

Because every career path is different, we put the framework and structure in place to help you grow and develop from day one whilst ensuring the programme is fully tailored to the needs of the individual.

Whilst our Trainee Programme helps develop professionals to the Bloor Standard, we also ensure you are supported to achieve an industry recognised qualification whilst earning a competitive salary at the same time.

We believe that hands-on learning gives you the best platform to achieve your goals, this is why you will have an experienced line manager on hand to support and nurture your development. They will also help review your progress and options to identify the best direction for your career journey.

**Throughout the programme we adopt an open and honest approach, we constantly review and discuss your progress so you have a clear understanding of how you are doing.**

And once you have successfully completed the programme, your career development certainly doesn't end there. We'll work with you to ensure you continue to learn whilst enhancing your experience across various areas of the business.





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**BLOOR HOMES**

OUR ROLES



# THE PERFECT BALANCE OF SITE & OFFICE EXPERIENCE



## ARCHITECTURAL TECHNICIAN

As an Architectural Technician at Bloor Homes you can learn about designing and presenting site layouts, developing the skills to create attractive street scenes for our planning applications and supporting the architectural functions in the business. From foundations through to kitchen layouts, we pride ourselves in producing quality drawings for the site teams and the wider business. This role includes logical problem solving and combines site and office experience perfectly where you could progress into a Design or Technical Director or even beyond.

“  
Progressive  
& enjoyable  
from the  
start  
”



*The opportunity to undertake a level 4 HNC through Bloor Homes has been both progressive and enjoyable since the start. As a Design & Technical Trainee, I've been able to spend my time here developing my construction knowledge by working in various departments whilst also attending university to further enhance my skills.*

*I started in the master planning team learning about all aspects of layout design including road patterns and the importance of integrating green open spaces in our developments. This taught me about 'place making' and what's needed to achieve planning permission. This role has truly helped me understand the house-building process and appreciate all details within construction design and I'm really optimistic about my future with Bloor Homes.*

Harry Robertson - Architectural Technician

## ENGINEER

This varied role helps turn concepts into “on the ground” reality by working as a team in solving technical challenges that a project comes with. From difficult ground conditions, introducing sustainable build materials, building complex site layouts or structures, this role offers the perfect balance of site and office experience and brings a great sense of satisfaction to those who enjoy solving problems, have an eye for detail and enjoy working with a wide variety of people. This is a great position for progression to become a Design or Technical Director or beyond.

“  
The company  
supports me  
as I attend  
college  
”



*The trainee programme with Bloor Homes was the perfect opportunity for me. From my very first day, everybody has been so friendly and helpful to really make me feel part of the team. The role offers a good balance of working in the office and the chance to visit site and see the work you have done coming to fruition. The company supports me as I attend college to achieve an industry recognised qualification whilst earning a great salary at the same time.*

*For the future, this is the perfect place for me to continue my career as an Engineer and progress further. I feel encouraged to push myself and show what I can do and I'm excited to see what the future holds. My advice for anybody looking for to join the industry is just do it!*

Tye Robinson - Trainee Engineer

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OUR ROLES

# THE RIGHT PLACE FOR CAREER DEVELOPMENT



## SITE MANAGER

Site Managers are a key member of our on-site team and ensure that our developments are completed safely and to the high standards Bloor Homes is known for. Whilst maintaining Health & Safety standards and good working practices, Site Managers will coordinate with the supply chain, surveyors and project teams. Another important aspect of this varied role is to ensure the project has sufficient staff, machinery and materials. Once qualified, your career could progress to a Site Manager or Construction Director.

*My time with Bloor Homes has been really enjoyable, I've been lucky enough to work on different sites with so many experienced colleagues. I started as a Trainee and was able to shadow a Site Manager to see the responsibilities and all aspects of the role. After completing the programme I progressed to Assistant Site Manager where I love working with many different people and trades, along with many happy home-owners.*

*My long term ambition is to become a Managing Director and I certainly think this is the right place for me to succeed, it's a company with a real family feel. My advice to anybody thinking about a similar career is don't be afraid to apply. As a female, I've always found everyone to be so supportive I'm happy to see many other females joining the industry too.*

“  
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supportive  
”



Sophia Lindmark - Assistant Site Manager

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One home at a time.



# BUILD YOUR FUTURE WITH A CLEAR CAREER PATH

## WHY BLOOR HOMES?

At Bloor Homes, we don't just build homes – we also build futures. We are one of the largest housebuilders in the UK, but we're not a faceless giant.

We pride ourselves on our friendly culture; our people are loyal to us, and we're loyal to them.

We know that if people can achieve their goals, they'll stay with us – and that's what we want.

## WHY A TRAINEE?

Today and for the future, developing talent for all areas of the business is vitally important.

At Bloor Homes, we value skilled professionals. So we will train you properly – and pay you while you learn.

After completing our trainee programme, you'll have a valuable skill, no debts and a job for life!

## WHAT NEXT?

If you feel inspired by these great opportunities, visit the careers page of our website to view the latest vacancies and upload your CV:

[bloorhomes.com/careers](https://bloorhomes.com/careers)

Email: [recruitment@bloorhomes.com](mailto:recruitment@bloorhomes.com)

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