**Taylor Wimpey IT Graduate Scheme 2017**

**Job Purpose/Summary**

Taylor Wimpey is now recruiting for our 2017 IT Graduate Programme beginning in September 2017. The scheme aims to provide the successful applicant with a strong commercial grounding and an introduction to Information Technology within a FTSE 100 business. The IT Graduate Programme (ITGP) runs for a period of two years in which the graduate will receive a mixture of both operational and IT experiences working in the IT department, whilst actively working closely with our 5,000 business colleagues.

The graduate will also gain professional development for both soft and hard skills through attending internal and external training programmes, for example, IT Infrastructure Library (ITIL) and Managing Successful Programmes (MSP).

In addition, we will also support the graduate to maintain their continuous professional development record with the BCS, The Chartered Institute for IT.

The aim of the scheme is to place graduates into permanent management positions at the end of a 2 year programme and for those outstanding individuals fast track your development to a leadership role within 5 years.

**Graduate Scheme Outline**

The programme is broken into three rotations:

* IT Partnering: 4 months
* IT Business Change: 8 months
* IT Service Management: 12 months

In summary, the graduate will commence in the IT Partnering teams where they will learn about the business as a whole, subsequently, they will undertake a role on project delivery and conclude with providing a Business as Usual IT service to the business. You will spend each rotation within the IT department but working in collaboration with our head office and regional business units. The timings of the rotations will have some flexibility, to allow for holidays and business demands.

You will also have the opportunity to undertake more general commercial projects to widen your business breadth throughout the programme. Included but not limited to:

* Corporate Social Responsibility project
* Graduate Business Case challenge
* Graduate networking events

**What are the measures of success for the position?**

Graduates will be measured against the graduate key behaviours in 6 monthly reviews for each rotation.

**Experience, Qualifications, Technical Requirements, Education**

**Required/Preferred**

1st or 2:1 degree - Required

Full driving license and access to a car - Required

Eligible to work in the UK - Required

IT related degree - Preferred

Commercial experience or placement within a bluechip organisation - Preferred

**Key Behaviours**

Resilience - The ability to recover quickly from challenging situations and provide effective solutions to problems

Collaboration - Comfortable working in a team on various projects and takes constructive criticism. Able to influence others where appropriate

Accountability - Take full responsibility for own actions and can offer justification for them when required

Risk taking - Comfortable taking calculated risks when appropriate and can learn from previous mistakes

Challenging - Willing to challenge the norm, that are not afraid to speak their mind when they believe it is appropriate and that will make their voice heard when they firmly believe they are in the right

Ambitious - Strong desire to succeed, both professionally and personally and have a clear plan on how to achieve objectives

Solution-focused - Draws effective and valid conclusions based on analysis

Resilience& Perseverance - Can identify alternative approaches to achieve the objective and will push others to achieve.

Pace & Energy - Shows passion and enthusiasm to meet objectives quickly and effectively