**Trade Development Manager**

An opportunity has come up for a Trade Development Manager to join the team.

The Trade Development Manager is accountable for all aspects of recruitment, training and development of Direct Labour operatives and New Apprentices. They will be responsible for all management matters of the delivery of apprenticeships and work based learning qualifications and will take a mentoring role responsible for the welfare and development of apprentices. The appointed candidate will facilitate Site Managers and the production team to support Direct Labour staff.

**The Role:**

* Assist the Production Director to ensure the recruitment programme meets budget and commercial objectives.
* Develop a build specific programme for recruitment aligned with skills projection and investment.
* Liaise with subcontractors to ensure good relationships are maintained
* Work with the Site Managers, Production Managers and Trade Supervisors regarding the training, development and appraisals of DL and Apprentices
* Ensure quality and build standard is maintained
* Adopt the role of mentor for New Apprentices
* Engage with Schools, Colleges and Training bodies such as CITB in an ambassadorial role for TW
* Complete 3/6/9 month reviews and annual appraisals
* Line Management responsibilities including Holiday Approvals, uniforms and training
* Agree a programme of mentoring activity that is tailored to each candidate’s needs
* Encourage Direct Labour employees to express and discuss their ideas, and encourage them to develop their skills base

**The Person:**

* A natural communicator who can support and motivate team members
* You will have knowledge of health, safety and environmental legislation
* NVQ Residential Construction Site Management L6 or Equivalent
* Experience within a coaching or mentoring environment
* Ability to plan and make decisions with a customer focus and business awareness.
* A trade background is desirable but not essential
* CSCS card – Site Management
* First Aid qualified

**In order to be successful in this role you must be able to prove eligibility to work in the UK.**

If you are successful at interview and the Company considers making an offer of employment, you may be asked to give your consent to the following pre-employment check[s] being undertaken by our third party provider, Experian (or any other appropriate third party provider that the Company chooses to engage).

The type of checks made will depend on the role in question but may include any or all of the following

Criminal records (DBS);

Credit reference

DVLA

The purpose of such checks will be to assess your suitability for the role. If it subsequently transpires that you have given incorrect, false or misleading information, your application will not be taken further.

**The Company:**

Taylor Wimpey is a FTSE 100 business and one of the largest residential developers in the UK, building new homes and communities across England, Scotland and Wales.

Our vision is to become the UK’s leading residential developer for creating value and delivering quality. We build over 10,000 homes each year, from one-bedroom apartments to six-bedroom houses all across the country.

Our people are passionate about the house building industry and about our customers. Culturally we pride ourselves in having a diverse work force with an opportunity to grow a career in a variety of environments. We look to develop our people in the skills and areas they are most interested in so if you are looking to join a thriving company going through an exciting period then please get in touch.

**Internal applicants – please advise your Line Manager if applying for this role.**