**Taylor Wimpey Technical Graduate Scheme 2016**

**The purpose of the role**

Taylor Wimpey is now recruiting for our 2016 Graduate Programme beginning in September 2016. The scheme aims to provide a carefully selected group of graduates with a strong commercial grounding and an introduction to house building. You will have the opportunity to work across several different business functions and office locations across the UK to gain a full appreciation of the build life cycle, support functions and how Taylor Wimpey delivers one of the most successful business models in the industry.

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

**Our Technical Scheme:**

The Taylor Wimpey Technical graduate scheme is specifically designed to develop those that have an interest in construction specific disciplines. Our commercial, production and technical teams all play vital roles in the house building process. From planning and design to the procurement of trades and material to finally the project management of site operations and overseeing the actual construction of our homes.

Although you will still gain a thorough understanding of the wider business and support functions, the rotations on this scheme will have a bias to towards quantity surveying, site management and technical areas. This will mean you have the opportunity to shadow and work closely with some of our business’ most important staff members when it comes to the delivery of a site build.

What will the Graduate Programme involve?

* Our programme is a 2 year rotational scheme, where you will spend time in all areas of the business including; production, commercial, technical, sales and marketing, customer service, land and finance
* Rotations will be a minimum of 6 months long and graduates will have the opportunity to spend time in a variety of our 24 regional offices located all across the UK
* Successful candidates will all attend a 5 day residential induction programme where they will be given the opportunity to learn about the business in more detail, find out more about the 2 year programme and what it will bring and also get the chance to meet their compatriots
* At the end of each business rotation, graduates will be given a full review of their performance which will contribute to an overall portfolio of their development
* Senior leaders within the business will monitor your progress and you will be supported in achieving professional and/or other appropriate qualifications if required
* Successful graduates will attend a number of Taylor Wimpey ‘Skills Camps’ and development interventions over two years that are designed to improve, amongst other things, their commercial awareness, management ability and personal skills. These will also provide an opportunity to hear from Senior Directors and their experiences of working for Taylor Wimpey.
* Graduates will also work on different projects during their 2 years, alongside their fellow graduates. These will include a charity project and an internal business project.
* At the end of the 2 year programme, all successful candidates will be offered a role within the organisation.

What are we looking for in our 2016 graduates?

* Minimum 1st or 2:1 degree (projected)
* You must have a degree in a course relating to Construction and the Built Environment, for example Construction, Planning or Architecture
* You must have a full driving license, access to a car, a willingness to travel around the UK and are happy to work away from home for extended periods of time
* Must be eligible to work in the UK

**Key Behaviours**

* Resilience

The ability to recover quickly from challenging situations and that can provide effective solutions to problems

* Collaboration

Comfortable working in a team on various projects, that can take constructive criticism and can influence others where appropriate

* Accountability

Full responsibility for their own actions and can offer justification for them when required

* Risk taking

Happy to take calculated risks when appropriate and that can learn from their 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

A strong desire to succeed at their goals, both professionally and personally and that have a clear plan on how they will achieve them