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| Position Title: | Apprentice Bricklayer | Date Finalised/Last Reviewed: | | | 30/04/18 |
| Scheme Description: | Bricklaying Apprentice | | | | |
| Reports to: | Master Tradesman/Apprentice Team Manager | | | | |
| Direct Reports: | None | | | | |
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| [Job summary/purpose:](#Job_Summary" \o "Summarise in 2-6 sentences the primary reason why this position exists and what defines success) | | | | | |
| Taylor Wimpey is recruiting for Apprentice Bricklayers as part of our continuing scheme beginning in August 2018. The scheme aims to develop talented individuals to progress to a skilled bricklayer, directly employed by our South Thames region, forming part of our Direct Trade Pipeline.   * The Apprenticeship scheme is an average of 3 years * You will attend a number of training courses with other Apprentices in your Region which focuses on developing health and safety and core skills * You will attend college to study a level 2 and then a level 3 Diploma/NVQ in Bricklaying for up to 3 years which will enable you to learn the core components of the Bricklaying trade * On completion of the level 3 qualification, you will have the opportunity to join our bricklaying tradesmen on site within the South Thames region.   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. We are passionate about building new homes and communities with a focus on sustainability.  Taylor Wimpey takes part in the National House-Building Council (NHBC) Pride in the Job scheme, where our sites are independently assessed by the NHBC across 28 different standards. We are also committed to providing a safe place in which our employees and sub-contractors can work and to high standards of environmental management. Trades and labour are the backbone of our build process. We build over 10,000 homes a year.  We are a responsible community developer, committed to working with local people, community groups and local authorities and keeping them informed about our work, both before we build and throughout the life of the development. We focus on getting the basics of homebuilding right first time, such as quality, customer service and health and safety, and we aim to continually improve all parts of our business. We aim to develop vibrant communities with a true sense of place that fit into their surrounding area and meet the needs of local people  This is an excellent opportunity for the right candidate to join our team within the South Thames region. Your training will be exclusively on our new **Dukes Quarter site within the wider Whitehill & Bordon Regeneration Project** where we are looking to grow our Apprenticeship team. | | | | | |
| **What you’ll Need to Succeed:** | | | | | |
| * Ability to work independently, and as a team member to prioritise work and take initiative * Able to demonstrate efficiency and reliability * A strong understanding of health and safety * The ability to work as part of a team to reach plot completion milestones * Ability to solve problems with the use of various materials and methods * A strong pride in the job and a relentless dedication to quality in everything you do * A willingness to learn and adapt skills to the role   Our apprenticeships are designed to give you the right balance between classroom learning and hands on experience ensuring you are best placed to be offered a permanent opportunity following your studies.  A bricklaying apprenticeship with Taylor Wimpey will be completed in 3 years and give you a formal Level 2 and 3 NVQ/Diplomas. Your course will comprise of 4 days a week on site, working alongside other apprentices in a sectioned of area of the development, under the guidance of our fully qualified Master Tradesman. You will attend the Bordon Future Skills Centre (part of Basingstoke College of Technology) for the remaining day of your working week to complete your associated theory and practical studies.   |  | | --- | | [**What**](#success) **you’ll get in Return:** | | We offer an hourly wage over the industry average and package with a whole host of benefits for our directly employed team members:   * Career opportunities in a FTSE 100 business * Pension plus company contributions * Life Assurance * 22 days paid holidays, plus 8 Bank Holidays * Share Save Scheme * Membership to the Bupa cash plan, healthcare benefit * Subsidised professional training and development * Access to the Taylor Wimpey House purchase discount scheme   We also offer a number of other Flexible Benefits including:   * Dental health cover * Buy additional holidays * Cycle to work scheme * Discounted Gym memberships * Retail discounts | | | | | | |
| **[What are the measures of success for this position?](#success" \o "e.g. Reduce employee turnover from X% to Y%)** | | | | | |
| During your apprenticeship training, you will gain knowledge on generic skills such:  • Health and safety  • Moving, handling and managing site materials and working productively  • Working at height  • Setting out and erecting masonry structures  • Erecting masonry cladding  • Thin joint masonry structures | | | | | |
| **[Experience, Qualifications, Technical Requirements, Education](#Experience_Qualifications" \o "e.g. Secondary/High School, First degree, Post-graduate education; years of post-qualification experience) Required/Preferred** | | | | | |
| GCSE English and Maths Level 4 (grade C) or Functional Skills English and Maths Level 1  Foundation or Stepping Stones course, incorporating Bricklaying as an area of study | | | | Required | |
| Eligible to work in the UK | | | | Required | |
| CSCS Card Holder | | | | Preferred | |
| Awareness of Health & Safety | | | | Preferred | |
| Comfortable working outside and at heights | | | | Required | |
| Over 17 years of age on 1st September 2018 | | | | Required | |
| Driving licence or be working towards acquiring licence and have use of own transport | | | | Preferred | |
| **Key Competencies:** | | | | | |
| Encourage and embrace diversity | | | Leading Self | | |
| Make informed decisions | | | Leading Self | | |
| Communicate well and collaborate | | | Leading Self | | |
| Find solutions and don't accept second best | | | Leading Self | | |
| Be well planned and organised | | | Leading Self | | |
| Regardless of which business or apprenticeship scheme you join, Taylor Wimpey look for the same behaviours in their staff members:  • Commitment  • Enthusiasm and a natural willingness to get involved  • An appreciation for hard work  • Someone that takes pride in their work  • Determination to succeed  **What you need to do now:**  If you're interested in this role forward an up-to-date copy of your CV or application and covering letter detailing why you wish to apply for the role, why you think you’re suitable and any qualifications you feel are important that may help your application to [steve.gilder@boct.ac.uk](mailto:steve.gilder@boct.ac.uk) before Friday, 1st June 2018. | | | | | |