



Homes  
England

## Homes England Graduate

Directorate	Early Careers
Team	Dependent on profession
Reports to	Placement manager – dependent on profession
Direct Reports	No direct reports

## Job purpose

Our Graduate Programme aims to:

- Invest in growing skills and capabilities the sector needs for the future by providing specialist career paths from a series of identified professions.
- Support & develop diverse ideas and ways of working in order to achieve our mission through delivering our strategic plan.
- Develop the next generation of future leaders through value driven behaviours.
- Attract a diverse cohort supporting social mobility through an effective attraction campaign and selection process.
- Provide an opportunity for graduates to work collaboratively through their placement and development programme.

You will be developing your strategic planning, project and stakeholder management, diversity of thought and change agility as you are fully immersed into the programme for your chosen profession with real impact working with us to - deliver better homes and places for the people who need them. Day to day, you could be supporting land acquisition or disposal, infrastructure investment, communications, digital or working collaboratively with our partner organisations.

You will have ownership and responsibility for your own projects and will be expected to identify and implement improvements and new ways of working. You will be supported by your placement manager, graduate buddy, with access to a coach and/or mentor and will be empowered through learning and development.

In the final nine months, we'll support your application for a permanent role that aligns with your chosen profession and career goals. If successful you can choose to complete the rest of the graduate programme or move into a new role at Homes England in the last six months of the programme.

## Key relationships

At every step, you'll be supported by your placement manager, a mentor and/or coach and a graduate buddy. They'll help you take ownership of your learning, development and leadership skills.

- Placement managers
- Mentor and/or coach
- Buddy
- Early careers network
- Learning and Organisational Development team
- Colleagues across Homes England
- Key contacts in Partner organisations as appropriate, for example local authorities, house builders, government bodies e.g., Department for Levelling Up, Housing and Communities (DLUHC)

## Key accountabilities and responsibilities

Collectively, our graduate cohort will:

- Share our social conscience and commitment to positively change people's lives by providing more and even better housing.
- Be effective at communicating complex information in a clear, concise and compelling way, with strong stakeholder engagement skills.
- Be able to demonstrate you can work with colleagues and partners in a collaborative, inclusive way. Comfortable managing stakeholders at various levels.
- Be ambitious, able to creatively challenge the status quo to continually improve, and bring diversity of thought. Show strong initiative with a focus on results.
- Have strategic vision and future thinking skills, supported by strong critical thinking and planning.
- Be passionate about their own development and becoming a future leader with a breadth of experience, making the most of opportunities within the agency to demonstrate strong leadership competencies.
- Be comfortable in an emerging landscape as delivering on a mission as bold as ours isn't always easy, and we don't always know the answers.
- Manage their own work and projects and be responsible for discrete workstreams. Used to "spinning several plates" at once and working to deadlines.
- Share our values and demonstrate value-driven behavior - Collaborative, Impactful, Accountable, Innovative and Inclusive.

Homes England Employees are expected to be flexible in undertaking duties and responsibilities commensurate with the general character of the role and level of responsibility.

## Key skills, knowledge and experience

- Degree level or equivalent academic qualifications are required with the ability to bring strong intellectual rigour to the role.
- Demonstrate value-driven behaviour – Respectful, Collaborative, Impactful, Accountable, Innovative and Inclusive.

- You'll be passionate about your own development and becoming a future sector leader with a breadth of experience, making the most of opportunities within the agency to demonstrate leadership competencies.
- You'll be able to demonstrate you can work with colleagues and strategic partners in a collaborative, inclusive way. You will be comfortable managing relationships at all levels.
- Delivering on a mission as bold as ours isn't always easy, and we don't always know the answers; change agility is therefore really important for our Graduate Programme.
- Making the most of opportunities within the agency, including engaging with our learning and development offer and reflective activities to demonstrate leadership skills and competencies.
- Collaborating with the wider graduate cohort.

Taking ownership and responsibility for your own projects and where possible identifying and implementing improvements and new ways of working.

## Values and key behaviours

Homes England colleagues are expected to be flexible in undertaking duties and responsibilities commensurate with the general character of the role and level of responsibility.

 <p><b>Respectful</b> As the core principle, this runs through all our values and behaviours</p>	 <p><b>Impactful</b> We combine our <b>commercial expertise with social purpose</b> to deliver value for money and maximise our positive impact</p>	 <p><b>Accountable</b> We are <b>empowered to lead by example</b>, take responsibility for our actions and speak up for what's right</p>	 <p><b>Innovative</b> We are <b>bold, creative thinkers</b> who embrace change, never stop learning and always look for a better way to do things</p>	 <p><b>Inclusive</b> We <b>recognise and value everyone as individuals</b> and draw strength from our differences</p>	 <p><b>Collaborative</b> We share information, align priorities, and use <b>our collective knowledge and experience to achieve great results</b></p>
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