

SPITFIRE HOMES
CAREER PATHWAYS

SPITFIRE
HOMES

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We are are an ambitious, forward-thinking, privately-owned company specialising in the construction of sustainable, high-quality homes. We have forged a reputation over more than a decade for creating design-led homes in places where people want to live.

As the homebuilding division of IM Properties we are based out of our state-of-the-art head office in Solihull, which is perfectly positioned to service our patch across the Midlands region.



CONSILIO



HASELEY MANOR



As part of our continued strategy to grow as a business, we are looking for a number of enthusiastic and driven candidates to undergo the Spitfire Homes Development Programme.

The successful candidates will spend six months moving around the business, gaining exposure to each of the departments and their key functions.

This opportunity will provide invaluable experience of the housebuilding industry and a sound knowledge base of each area within Spitfire Homes.

CASE STUDY
ALYSHA SPICER



DEVELOPMENT PROGRAMME **OVERVIEW**



In September 2019 Alysha joined Spitfire as part of a similar scheme which saw her undertake a placement within each business area.

Following this placement, after receiving this valuable exposure across the business, Alysha was offered a full-time position as Sales Consultant within the Sales & Marketing department, where she now works on her own site selling new homes to customers.

> "My time moving around Spitfire provided me with a massive headstart in terms of my understanding of the industry, and ultimately allows me to perform my role more effectively on a daily basis."

PROGRAMME

DURING YOUR TIME IN THE SPITFIRE HOMES DEVELOPMENT PROGRAMME, YOU CAN EXPECT TO SPEND TIME IN EACH OF THE FOLLOWING DEPARTMENTS:

LAND & PLANNING

Understand the first stage of the homebuilding process - identifying and acquiring suitable sites for development and working with stakeholders to secure the relevant planning permission to begin construction.



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CONSTRUCTION

Find out about life on site, working alongside Site Managers and Production Managers to understand the process of managing and maintaning a build programme and delivering quality in a safe working environment.

SALES, MARKETING & CUSTOMER CARE

Gain exposure to our customer-facing teams, learn how to create targeted marketing collateral and campaigns, understand the sales process and the stages of our customer journey.

Also discover how our Customer Care team work to deliver our Homeowner Warranty and maintain high levels of customer satisfaction.

TECHNICAL

By working with our Technical department, you will learn the finer details of planning and building houses. From dealing with site levels and drainage, to electrical layouts and roof designs, this is where you will see the blueprints of how to develop a site and build a house.

COMMERCIAL

The Commercial department is responsible for purchasing all of the materials required to construct new homes, but also for identifying and securing skilled tradespeople to carry out the works on site.



spitfirehomes.co.uk

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