



Homes
England

The Housing and Regeneration Agency



Homes England graduate programme

2024





About this pack

This pack has been designed to help you understand more about what you can expect from the Homes England graduate programme as well as providing you with information about:

- Who we are and what we do
- What you can expect when you work with us
- Your journey as a graduate and how to join us

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A note from our Chief Executive

I am proud to be part of Homes England, the government's housing and regeneration agency.

We believe affordable, quality homes in well-designed places are key to improving people's lives and we're passionate about the role we play to make this happen. Everyone deserves a safe, suitable place to call home.

But right now, there are [over 139,000 children in temporary accommodation](#) across England, while homelessness and rough sleeping continue to be a significant problem, especially for vulnerable populations. For others, especially young people, getting on the housing ladder feels more difficult than ever.

This is where Homes England comes in

Homes England is an executive non-departmental public body, sponsored by the Department for Levelling Up, Housing and Communities. Our role is to help create long-term solutions, so we only act where the housing market doesn't. This means investing £16bn over the next five years to unlock more homes and create sustainable and well-designed places.

From Plymouth to Newcastle, we're helping to bring down barriers standing in the way of communities benefiting from new homes and brilliant, regenerated places.

There is no question that providing safe, suitable housing is an essential step in creating positive change in people's lives and their wider communities.



Peter Denton
Chief Executive Officer

Even though we don't physically build homes, ultimately, Homes England are here to intervene where needed to accelerate the pace of housebuilding and regeneration.

And you could be part of it

As a graduate, you will have the chance to play a pivotal role in key areas of the organisation, enabling you to build on both your technical skill set and interpersonal development. The projects you'll experience, from technical delivery through to engaging with partners and seeing how a large government agency works, will help you lay the foundations of a great career.

From surveyors, bankers, corporate lawyers, estates managers and planners to digital specialists and service designers, you can learn from our experts, because our people are our greatest asset.

Whatever path you choose, you'll be able to work on exciting projects from day one. We value the talent and enthusiasm that graduates can bring to Homes England.

If you are passionate about social justice, we're looking for talent like you. You can help us make a real impact in communities across the country.

I know first hand that at Homes England every day is different and educational, so I can assure you that your graduate programme will give you the skills you need to forge your career.



Allerton Bywater
Image credit: Homes England

1 Who we are

Homes England is an executive non-departmental public body, sponsored by the Department for Levelling Up, Housing and Communities.



Our mission

We drive regeneration and housing delivery to create high-quality homes and thriving places. This will support greater social justice, the levelling up of communities across England and the creation of places people are proud to call home.

Our strategic objectives

We have five interconnected strategic objectives that work together to deliver our mission.

Three of our objectives focus on the distinct but overlapping categories of our work: places, homes and the sector. They reflect the broad range of interventions that we have already committed to deliver on behalf of the government, as well as its future ambitions. Embedded across all of them is

a firm commitment to working in partnership with a broad range of partners who share our mission and objectives.

We know that enabling the delivery of homes and places alone is not enough to fulfil our mission. Therefore, we have two objectives that set out our aspirations for the attributes of the homes and places we will work with our partners to create.



Who we help

We work in partnership with hundreds of public and private bodies including local authorities, builders, developers, infrastructure experts, affordable housing providers and financial institutions to help the whole housing and regeneration sector.

We can support:

- local government
- private housebuilders (all sizes)
- master developers
- affordable housing providers
- lenders
- institutional Investors
- commercial real estate
- consumers

Armed with a range of statutory powers, over 9,000 hectares of land and £16 billion to deploy by 2028, we support the sector with:

- unlocking land for regeneration and housing
- loans providing development finance
- grants for affordable homes
- building safety
- expertise
- creating high quality places, working with partners to drive up standards of design quality and placemaking
- enhancing the environment, working with partners to protect, enhance or create new environmental assets that support biodiversity



Our impact

🔍 Case study: How a £1.5 million development loan from Homes England helped a regional housebuilder deliver an outstanding waterfront scheme

Developer: V&A Homes Ltd (Yorkshire)

Scheme: Waterside, Knaresborough

Regional office: North East Yorkshire and The Humber

V&A Homes is a family-run SME developer based in Harrogate, North Yorkshire. Waterside, a stunning nine-home scheme overlooking the river Nidd, was their second Homes England-supported development.

The brownfield site, a former abattoir, is located on a steep waterside location which required complex groundworks to complete the build. Homes England worked closely with the team at all stages to provide both financial and specialist support.

Today all three townhouses and six semi-detached homes are occupied, with residents benefitting from spectacular views and outstanding design.

Following the success of Waterside, V&A Homes are now working on their next scheme which will deliver 60 new homes in Sharow near Ripon.

Victoria Denman, Managing Director of V&A Homes said, “We first worked with Homes England after agreeing a land deal to bring our first development to market. From the outset I found the experience of working with the team extremely supportive. I was guided with care and consideration through the process and given reassurance at all stages. We are now working on a scheme which will deliver 60 homes - our biggest project to date. We wouldn't have grown as we have without the great partnership we have developed with the Agency”.

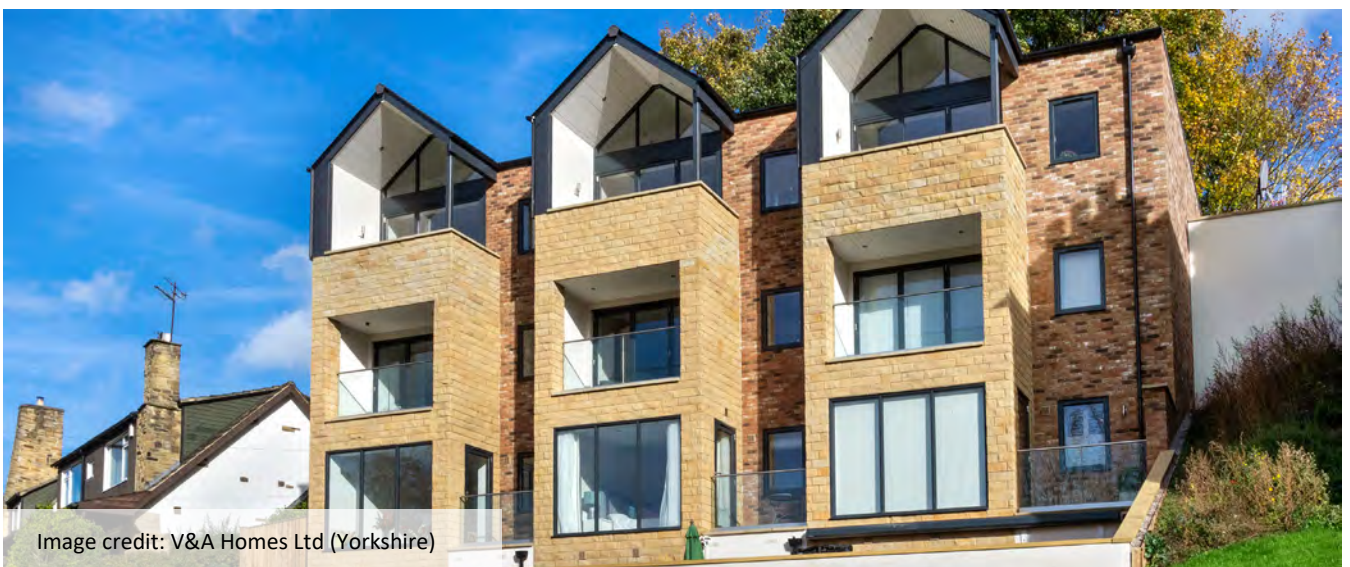


Image credit: V&A Homes Ltd (Yorkshire)

🔍 Case study: Urban extension with a focus on community wellbeing

At Houlton, Rugby, we were able to unlock 6,200 homes through the provision of large site infrastructure alongside Urban&Civic and Aviva. Crucially, a flexible repayment process allowed receipts from the sale of early development parcels to be recycled into sustainability priorities prior to loan repayments commencing.

The project’s sustainability emphasis is diverse with substantial achievements to date, including heritage regeneration and community wellbeing. Sustainability and placemaking have been central to the development approach. The scheme has also delivered biodiversity benefits through the creation of an extensive network of nature corridors and foot/cycle paths, which encourage the use of active travel, whilst the provision of bus services linking Houlton to Rugby and wider employment areas ensure public transport is a viable option.



Image credit: Urban&Civic

🔍 Case study: Unlocking England’s largest brownfield site at York Central

York Central is one of the UK’s largest regeneration sites. Across 45 hectares of derelict brownfield land, the project has the potential to deliver up to 2,500 homes and over 1 million square feet of commercial space for offices, retail and leisure, providing a significant boost for the local economy.

The site is being brought forward by Homes England and Network Rail in collaboration with the City of York Council and the National Railway Museum (NRM). In 2022, we provided £77 million of the £100 million infrastructure funding for the site and in December 2023, we announced that McLaren Property and Arlington Real Estate had been selected as the preferred developer for the scheme.

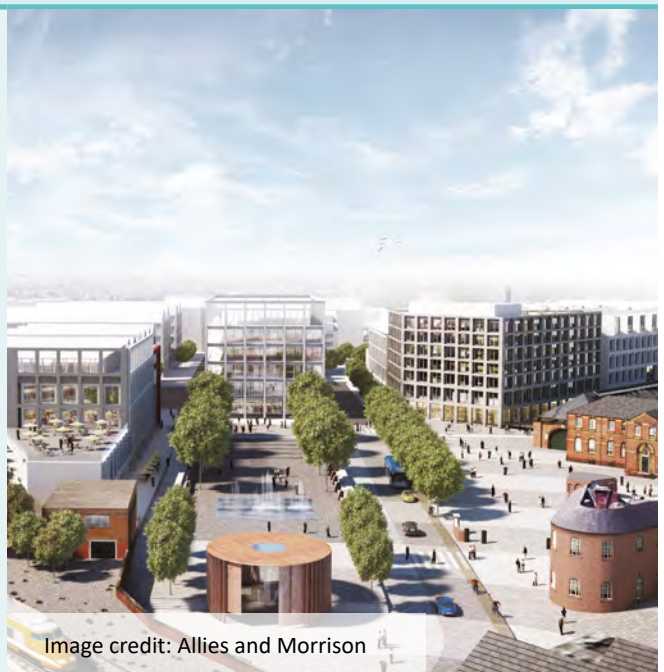


Image credit: Allies and Morrison

Our directorates



We're made up of several teams or, as we call them, directorates. Each directorate looks after a key area of our organisation through strategic leadership, business partnering and innovative, compliant, customer-focused services. We all work together to achieve our mission of driving regeneration and housing delivery.

As a graduate you could be placed in multiple directorates throughout your programme, giving you an insight into the scope of the Agency.

2 Your journey as a graduate

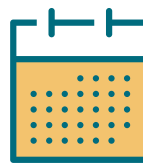


Throughout the programme, within your chosen profession you will gain exposure to relevant areas of the business through a series of placements. We have considerable technical expertise across Homes England for you to learn from as you build the skills the organisation needs for the future.



Induction and onboarding

We have a detailed and structured induction and onboarding programme which will help you understand more about who we are and what we do.



Placements

You will undertake a minimum of four six-month placements over two years to build your knowledge of the sector and develop experience in your chosen profession.



We'll support you to develop in your career

You will be supported throughout your placement with opportunities to develop your core interpersonal skills, such as problem solving and resilience, as well as the technical know-how required by your profession.



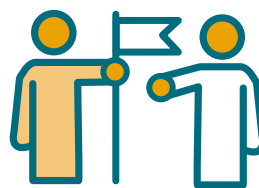
We'll look after you

The wellbeing of our people is of utmost importance to us and we offer several benefits, including access to Mental Health First Aiders, an employee assistance programme and our Wellbeing Hub. All to help you stay happy, healthy and connected at work.



Join our Early Careers Network and other colleague networks

Get involved with our Early Careers Network, a community for those at the early stages of their career that provides a platform to network, socialise and support professional development.



Mentor, buddy and coaching

You will be assigned a graduate buddy and can apply for a mentor who will guide and support you. You will also have access to coaching support.

What do our current graduates think?



Freya Oldham

The graduate programme has given me a real breadth of opportunities within a short period of time, my knowledge, skills, and confidence has just grown massively. Being a part of such a range of projects, teams and tasks has been a joy for someone like me who has a passion for variety and is keen to find out more about where my career journey will go.

From the numerous highlights, a stand out was introducing our own internal podcast aimed at people in their early careers. My other stand out would be leading on a local project local to me, and taking a major role in the acquisition of the site.



Ben Carter

I was interested in working for Homes England before I saw the applications for the graduate programme open, having worked in affordable housing and planning after university. Through my placements, and via the employee networks, I have learned a lot and developed my technical knowledge and skills.

A highlight of my time here has to be supporting on the submission of the planning applications for York Central, one of the largest brownfield regeneration projects in the country. For me, this summarises the scale and impact of Homes England, and why I am so proud to start my career here.

Pemi Oluwalowo

I joined Homes England because, at its core, it transcends being just a housing agency. It is dedicated to promoting social equality.

The graduate programme has allowed me to delve into the housing sector, despite it not being my initial background. A significant highlight was my involvement in developing the strategic plan, witnessing how it guides our steadfast commitment to improving people's livelihood outcomes through housing.

I've experienced substantial growth in confidence, honed existing skills, and acquired new ones through interactions with exceptionally knowledgeable and passionate colleagues.



Maxwell Clark

The graduate programme has provided so many opportunities to get involved in the Agency's work in a meaningful way. I've greatly enhanced my understanding of how regeneration projects are planned, funded and managed and worked on a project of national importance, delivering £80m of investments in London.

On top of my daily responsibilities, I sit on the committees of the Early Careers Network and the Lesbian, Gay, Bisexual and Transgender (LGBT) Build Together and Friends Network. These groups have given me support, networking opportunities and a greater understanding of what others do.



3 Working for Homes England



Why Homes England is a Brilliant Place to Work

Together with our colleagues we are working to [Build a Brilliant Place to Work](#) for each and every one of us. Our aspiration is that all colleagues see Homes England as a place where they can flourish both personally and professionally.

We ensure that you have the right resources, training and environment to succeed. This allows you to develop the skills and experience you need to follow your desired career path.

Our culture is reflective of our values and guided by our core principle of being respectful in all our activities, behaviours, and actions. We make it clear what our expectations are and positively reinforce this through an effective performance management system.

Our salaries are competitive and graded according to your level and skills and, as a government body, we pride ourselves on a range of benefits and supportive working practices that make this a progressive, exciting and rewarding place to be.

Homes England is a geographically diverse community. We work to a 50/50 office/ home based model. Moving back into our office environments has enabled us to utilise our space and time together in the most collaborative way.

We have offices across the UK, from Newcastle to Bristol, Liverpool to London, and in key cities in between. Graduates joining us in 2024 will be recruited into our Liverpool, Manchester, Leeds, Birmingham, Newcastle and Bristol offices.

Benefits:

- 33 days annual leave plus bank holidays
- Graduate buddy and/or coach and mentor
- Wellbeing initiatives and financial wellbeing support
- Employee assistance programme
- Pay progression
- Pension plan
- A modern digital environment with new technology
- Diversity, inclusion and disability colleague networks
- Flexible working: part time, hybrid working, term-time working and job share
- Support to gain relevant professional qualifications
- Access discounts with leading high street names

Our values

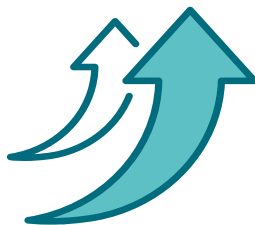
At Homes England our values set out the guiding philosophy and fundamental beliefs that will help us function together as a team and work towards our goals.

We are...



Respectful

As the core principle, this runs through all our values and behaviours



Impactful

We combine our **commercial expertise with social purpose** to deliver value for money and maximise our positive impact



Accountable

We are **empowered to lead by example**, take responsibility for our actions and speak up for what's right



Innovative

We are **bold, creative thinkers** who embrace change, never stop learning and always look for a better way to do things



Inclusive

We **recognise and value everyone as individuals** and draw strength from our differences



Collaborative

We share information, align priorities, and use **our collective knowledge and experience to achieve great results**

We want everyone to thrive

We know that a diverse and inclusive organisation empowers teams to perform better. Our diversity of backgrounds, experiences, perspectives and ideas provides a richer platform for us to do things differently and challenge the status quo.

We welcome everyone who believes in our mission and shares our values, regardless of their age, beliefs, disabilities, ethnicity, gender identity, maternity status, marital status, religion, sex or sexual orientation.

We want everyone at Homes England to thrive, and this means feeling that they can bring their whole self to work and feel a sense of belonging, knowing that they are valued and play an important part in fulfilling our mission.

Through our employee networks, we celebrate and observe key events throughout the year, as well as hosting learning and guest speaker sessions for our colleagues and leaders to get involved.

We encourage colleagues to explore our workplace adjustment passport and a range of flexible and family-friendly policies.

We have several employee networks who are the heartbeat of our organisation and play a critical role in shaping our culture.

- BAME Network
- Build Together and Friends Network
- Disability and Carers Network
- Early Careers Network
- Faith Network
- Lead Together Network
- Neurodiversity Network
- Women's Inclusive Network
- Women in Digital Network



What will my graduate placement look like?

We've created a two-year programme that empowers you to make a difference from day one.

Your first placement will include onboarding and induction activities to bring you up to speed. As you progress through the programme, we'll continue to encourage and support you.

You'll enjoy a real sense of community as you get to know other graduates who are part of your cohort. Here, you'll build the friendships and network that help your career get off to a great start.

We'll build your knowledge and experience as you complete four six-month placements with real impact within your two-year programme.

We'll tailor your support to suit your individual learning and development needs, making the necessary adjustments to hone your technical skills and also skills in strategic planning, project and stakeholder management, diversity of thought and change agility.

We'll give you ownership of projects and ask you to find new ways to improve how we work.

In your final nine months, we'll support your application for a permanent role that aligns with your career goals.

The types of placements you could experience



Built Environment

Planning and Surveying (including regeneration, place making and commercial property)



Research, Economics and Analysis



Sustainability



Risk



Digital and Technology

Cyber, Development and Artificial Intelligence (AI)



Project Management and Delivery



Data and Analytics



Finance, Banking, Real Estate Management and Valuation



Homes England Early Careers Network workshop
Image credit: Greg Holmes

Join us in making a difference

If you would like to join us and be involved in making a real difference in people's lives across the country, please visit our [careers website](#) where we advertise our graduate programme.

If you'd like to learn more about Homes England and our work, please visit our [Gov.uk page](#), or explore our [X](#) and [LinkedIn](#).

If you have any questions about our graduate programme or working at Homes England please contact our [Recruitment Team](#).

We look forward to hearing from you.



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