



Integrate

CastleOak's Graduate Management Scheme

Our Integrate Graduate Management Scheme is our main training programme, created with the express aim of finding and cultivating first class people, specifically in the fields of development, construction, design and quantity surveying.

How does it work?

We favour a “work based learning” approach. Throughout your two/three-year training period you will be assigned an “in-house” coach and mentor. This experienced person will not only be professionally qualified but also fully familiar with the very particular way we do things at CastleOak.

You will be encouraged to attain chartered status within the professional body of your chosen discipline and we will work closely with the CIOB, RICS, CIBSE, etc to help you achieve this. We would expect you to undertake the necessary studies to achieve your professional qualifications, and this classroom-based input will complement the practical training you receive.

For construction, design and Quantity Surveying graduates, part of your training will take place at our Head Office in Cardiff, but you will also spend times in the field on live projects which could be anywhere in the UK. Development trainees will be based at our Head Office, but will also be expected to spend short periods away from home.

You will spend time learning in each of the company's departments to help you develop a fully rounded appreciation of the way in which our business works.

Upon satisfactory completion of your training programme and subject to a post being available, you will be offered a permanent, full-time position.

What is the salary and benefits package?

We wish to attract first class people and therefore expect to provide first class packages:

- Salary up to £25,000 pa (up to £20,000 pa for those graduates of a non-cognate course), with annual reviews during the two/three-year training period and thereafter
- Company car
- Mobile phone
- IBM laptop
- 25 days annual leave + additional days for approved training courses and study days
- Study book allowance, journal and training resources allowance up to £250 pa
- Membership fees for professional body
- Tax-free subsistence payments
- Inclusion in our Profit-Related Pay Scheme after satisfactory completion of training programme
- Non-contributory pension of 5% after satisfactory completion of training programme