

# NEW GRADUATES HOME IN ON SUCCESS WITH PERSIMMON

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Persimmon Homes, the UK's second largest housebuilder, has appointed a further group of graduates onto its Management Development Programme to nurture and develop into the future managers and directors of the company.

An integral part of a much wider Persimmon programme aimed at addressing the shortage of skills in the industry – Homing In On Opportunity - each graduate will spend up to 15 months undergoing a programmed series of placements in all aspects of the business including land & planning, technical, construction, sales, finance and legal, with additional Group training at the company's head quarters in York.

Each trainee will be expected to actively contribute to the work of their placement team and their progress will be monitored by regional MD's throughout.

Richard Latham, Group HR Manager said: "We will always recruit new managers from outside the business as well as from within, but the advantage of having people coming through the Persimmon system is that by the time they take up their role they have a thorough understanding of the Group's procedures together with knowledge of the whole business, not just their specialist area".

"Last year was the first year of our Management Development Programme and was extremely successful with graduates progressing in areas such as surveying, technical, land and sales. The programme provides trainees with a great opportunity to gain all-round experience, with the variety of projects they get involved in providing a strong foundation to help them choose exactly what they ultimately want to focus on.

"Persimmon's Management Development Programme is very much centred on giving the trainees all the necessary opportunities and guidance which, coupled with their own motivation, dedication and hard work, provide them with a rewarding career and retains their talent within the company for future development."

Paul Marcari (26) joins Persimmon West Scotland; Christopher Wright (22) takes a position at Persimmon North East; Sarah Bacsich (25) moves to Persimmon West Yorkshire; Victoria Epplestone (23) joins Persimmon West Midlands; Matthew Tinsley (22) is trainee at Persimmon Wessex; Rachel Greensdale (24) joins Persimmon's Charles Church company in the Western Region and Luke Mackenzie (23) takes a position at Charles Church's Southern company.

The Persimmon Group is committed to training and developing future talent within the construction industry from apprentices through to site managers and graduates. The Management Development Programme is just one of a series of training schemes designed to give individuals the support and encouragement to achieve their own career goals.

For further information on the range of careers available within Persimmon, visit the company's website [www.persimmonhomes.com](http://www.persimmonhomes.com) or call 01904 642199.

A few words from five of the graduates.....

Victoria Eppleston – Persimmon Homes West Midlands

Aged 23, Victoria is currently living in Warwick and after graduating from Coventry University with a BA (Hons) Business & Human Resources Management degree she explains what happened next:

“I graduated from University and worked as an Estate Agent in Leamington for a year which gave me a real insight into the land side of the industry. I was really interested in pursuing a career in the housebuilding sector as it is an industry that responds quickly to the challenging market conditions and that is what attracted me to it – the always changing environment.

“I applied for a place on Persimmon’s Management Development Programme and was delighted when I was accepted and started on the programme and I am now based at Persimmon’s West Midlands regional office. The scheme is really well structured, offering me a very good grounding in all aspects of housebuilding.”

Matthew Tinsley – Persimmon Homes Wessex

At 22 Matthew, a BSc Building Surveying graduate from Glamorgan University, is fairly sure what department he wants to finish up in when he completes Persimmon’s Management Development Programme. Originally from South Wales, and now commuting to the company’s Wessex office in Malmesbury, Wiltshire from Bristol, Matthew feels that the programme means he can learn all aspects of the business which will ultimately be of benefit to him in his chosen job. Matthew explains:

“Although I am keen to be in the technical or surveying department, it is important to see how each individual department works, not only to give me a broad understanding of all aspects of the company, but more so in terms of knowing how each department works with each other to produce the end product – a home.

“I have always been interested in pursuing a career in construction after spending summers working on a site for a family friend. I visited the Building Faculty at Glamorgan University and knew it was an industry for me. Before I started Persimmon’s Management Development Programme I worked for a project management company building a new hospital.

“I think the industry offers people great career opportunities

Sarah Bacsich – Persimmon Homes West Yorkshire

“It really is an industry where women can progress and feel very much part of,” comments Sarah (25) a BSc (Hons) Construction Management graduate from Nottingham Trent University.

Originally from Milton Keynes and now based at Persimmon’s West Yorkshire office in Leeds, before joining Persimmon Sarah had spent time working in the fields of civil engineering and estate agency. She adds: “I have always been interested in the building and construction industry having started university studying Civil Engineering. After working for a year in the engineering field I realised that my interest lay in the sector of house building.”

Having carried out some initial research into Persimmon Homes as part of her final year dissertation, Sarah was delighted to be offered a place on their Management Development Programme.

Sarah explains: “The scheme is a great idea to give graduates structured and comprehensive training in all aspects of the business. It is a very steep learning curve and I am looking forward to putting to good use the theory and practice of my construction management degree, as well as the experience I have gained in civil engineering and estate agency.”

Paul Macari – Persimmon Homes West Scotland

Paul (26) travels just eight miles from his home town in Wishaw to his new post on Persimmon's Management Development Programme at the company's West Scotland regional office in Hamilton. After graduating Paul, who has always had an interest in the industry, started out working as an Acquisition Surveyor for a Chartered Surveying firm in Glasgow specialising in acquiring sites for mobile telecoms companies, he explains: "I knew I wanted to work in the construction industry. "This was confirmed when I took a nine months placement at a local surveyors in Glasgow when I was studying for my degree in Property Management and Development at Glasgow Caledonian University which I can now develop further through the Persimmon Management Development Programme. "I am getting great support from all the team here at Persimmon Homes West Scotland and I am looking forward to working in all the departments before deciding on the ultimate area of the business to specialise in."

Christopher Wright – Persimmon Homes North East

"It is the fact that you are actually producing something and can see the end result that interests me about the construction industry," comments Christopher. "And it also has great opportunities and well paid jobs," he adds.

At 22 Christopher joined Persimmon on the Management Development Programme after graduating from Nottingham Trent University with a degree in Residential Development.

Christopher, originally from Northampton, has moved up to the North East and is getting stuck in, learning about all aspects of the business. He explains, "I am not sure which area of the business to specialise in so the Management Development Programme is ideal for me as it gives me a real flavour of what each department does. I have worked on building sites over summer holidays and as an estate agent so have seen two completely different sides of the business and there is a lot more for me to experience before I make my mind up. There is really so much more to housebuilding than people realise and the industry has so much to offer jobseekers."

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