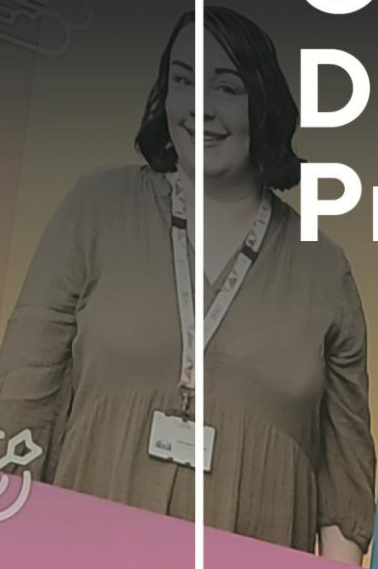


Graduate Development Programme



...we
see things
through...



...we
work
smar



empowerment
/ɪmˈpaʊə.mənt/



Creating homes.
Building lives.



innovation
/ɪn.əˈveɪ.ʃən/



Creating
Building



Creating homes.
Building lives.



Jigsaw

Introduction from our Group Chief Executive, Brian Moran

It's a pleasure to provide graduates with the opportunity to step into employment and into an expansive and rewarding career with Jigsaw Homes Group.

As one of the largest housing providers in England, managing more than 38,000 homes across the North West and East Midlands, we are proud of the role we play in people's lives. Our residents are at the heart of everything we do, and we always aim to help people live successfully in a home they can afford.

Our mission, 'Creating homes. Building lives.', reflects our commitment to not only provide quality, affordable housing, but also support our residents to thrive.

We work closely with communities to create places that are healthy, sustainable, and inclusive, and we offer a range of charitable and supported housing services to help people live independently and maintain their tenancies with confidence.

Choosing to kickstart your career with Jigsaw Homes means choosing to make a genuine difference.

Every role in our organisation contributes to a positive social impact, whether that's supporting residents directly, improving services, or helping us innovate as a sector leader.

At the same time, we are deeply committed to developing our people - with more than 1400 colleagues. As a graduate, you will gain valuable skills by working with different departments in a people-focused environment.

You'll have the opportunity to work on exciting projects, learn from experienced colleagues and challenge yourself by problem-solving and thinking critically.

We are always looking for talented, forward-thinking individuals who share our values and want to grow within a positive, inclusive environment.

If you are eager to develop your career while also making a positive impact, we would be delighted to welcome you to Jigsaw Homes Group.

I wish you every success as you take the next step in your career journey.

Brian Moran.

Group Chief Executive



What to expect...

Our two-year graduate programme is designed to give you a comprehensive understanding of Jigsaw Homes Group and the wider housing sector.

This structured approach allows you to build a broad skill set, gain insight into different specialisms, and discover where your strengths and interests lie.

You will rotate across all six of our directorates, spending approximately four months in each area. Each directorate plays a key role in delivering our services:

- Asset Management are responsible for maintaining, repairing and improving homes and communal areas, ensuring properties are safe, compliant and well kept.
- Jigsaw Support provide specialist support services to vulnerable residents, helping them access housing, employment and independence while ensuring their safety and wellbeing.
- Neighbourhoods manage lettings, tenancies and community safety while supporting residents and delivering services that help our neighbourhoods thrive.
- Corporate Services support the organisation's day to day operations through our customer contact centre, communications, quality assurance and governance.
- Development & People deliver new homes and property sales while supporting and developing colleagues and ensuring health and safety standards are met.
- Finance & Revenues manage finances, income collection and financial advice services to ensure the organisation remains sustainable and residents are supported with payments.

During each placement, you will primarily be office-based, working alongside experienced colleagues, with opportunities to shadow teams, attend site visits and meetings, and contribute to projects.

By the end of the programme, you will have developed a strong foundation of professional skills, a deep understanding of social housing, and the confidence to progress your career further.

What will I be responsible for?

Throughout the programme, you will complete a Chartered Institute of Housing (CIH) qualification. To support this, you will take on a wide range of responsibilities that contribute to both your development and the success of our teams. This will include:

- Participating in a structured graduate development programme, including rotations, placements and projects.
- Building your knowledge of Jigsaw Homes Group and the housing sector.
- Attending training and meetings with your mentor.
- Assisting with operational tasks.
- Taking ownership of small projects.
- Presenting findings and recommendations to managers.
- Using systems and tools relevant to your placement in different departments.
- Building professional relationships and networks.
- Bringing fresh ideas, challenging existing ways of working and suggesting ways to improve processes.

What we need from you...

We are looking for candidates who meet the following criteria:

- Be qualified to degree level in any subject.
- Have a full driving licence with access to a car or be working towards this.
- Be expected to travel to our different offices in Manchester, Ashton-under-Lyne and Leigh.
- Be confident and resilient, with the ability to thrive in a fast-paced environment.
- Stay self-motivated and proactive, while also having the enthusiasm to reach goals and achievements.
- Have strong communication skills and build positive working relationships with colleagues to deliver great outcomes for residents.

Employee Benefits...

The starting salary for the graduate programme will be **£25,186** in year one, rising to **£25,761** in year two. Plus, you will receive any cost-of-living salary increases that are awarded and any additional mileage expenses you may incur.

Jigsaw Homes Group offers employees 24 days holiday per annum, plus 3 days for Christmas closure (5-day working week) plus bank holidays, plus additional days after 2 years continuous service (to a maximum of 5 days).

We also offer our employees the option to buy/sell up to 5 days extra leave per year.

Depending on the department you will be working in, there may be the opportunity to work compressed hours or have up to 50% of your time working from home upon completion of your probation period.

As a Jigsaw employee you will receive access to the Social Housing Pension Scheme, enhanced maternity/paternity benefits, BHSF health insurance membership, access to on-site gyms and training opportunities.

The Recruitment Process...

There are three stages to our recruitment process.

Firstly, you'll submit an online application which will include the following questions:

- Choosing one of your non-academic activities, tell us about an achievement you are particularly proud of. Describe what motivated you to achieve this outcome. (300 words maximum)
- Based on your studies or knowledge of current affairs, write about one major issue facing the social housing sector and what its implications may be for a company such as Jigsaw Homes Group. (300 words maximum)
- Describe a situation during your studies or work experience where you have used your knowledge or expertise to solve a difficult problem. (300 words maximum)

Successful candidates will then be invited to an assessment day to complete various activities on Friday 24 July or Friday 31 July 2026.

The final stage will conclude with a formal interview.

We welcome applications from people of all identities, backgrounds, cultures and abilities and are committed to building a workplace where everyone can be their authentic self.

Jigsaw Homes Group Limited

Cavendish 249
Cavendish Street
Ashton-under-Lyne
OL6 7AT

w: jigsawhomes.org.uk
t: 0300 111 1212
@JigsawHG

Regulated by the Regulator of Social Housing Registration No. LH 4345
Registered under the Co-operative and Community Benefit Societies Act 2014 Registration No. 29433R



Creating homes. Building lives.

