



Hillcrest

***Work with us to
improve lives***

hillcrest.org.uk



Hillcrest



A few words from our Chief Executive, John Alexander

Thank you for considering a career with us. At Hillcrest, our people are at the heart of everything we do. Whether delivering vital services to tenants and communities or supporting colleagues to develop and succeed, we are committed to creating an environment where everyone can thrive.

We believe that attracting, developing and retaining talented people is essential to our success. That's why we invest in learning and development, wellbeing, leadership and career progression, ensuring colleagues have the support and opportunities they need to reach their full potential.

Our core organisational aim is to help people live better lives. We achieve this by providing safe, high-quality homes at affordable rents and by helping to build sustainable communities where people can live and thrive. We also deliver creative and responsive care and support services to individuals with a diverse range of needs, contributing to wider social, economic and environmental wellbeing across the communities we serve.

As a Real Living Wage Employer and a proud Young Person's Guarantee Employer, we are committed to creating opportunities for people from all backgrounds, supporting the next generation of talent through apprenticeships and career ready development pathways, while continuing to attract and retain skilled professionals across our organisation.

If you are looking for more than just a job and want to be part of an organisation with both purpose and ambition, I encourage you to explore the opportunities available at Hillcrest. Together, we can continue to make a lasting difference for the people and communities we serve.

John Alexander
Hillcrest Chief Executive

We are Hillcrest

Hillcrest was first established in 1967 as Hillcrest Housing Association. Over the decades, we have grown and developed into a large, diverse and continually evolving social organisation. Our mission is to help people live better lives.

The companies within Hillcrest provide housing, maintenance services, support, training and employment opportunities.

Our structure allows us to work together to make a positive social impact by contributing to improving the quality of life of the people and communities we work with.

Our values

Our values define what we believe in and how we go about our work. They are:



Inclusion – We listen to other points of view, learn from best practice and engage with our customers and communities as we recognise we are stronger and can contribute more if we have shared goals and collective efforts.



Respect – We value our staff and customers, and empower them in a positive way to participate, to adapt and to be inspired to take ownership and make positive change.



Excellence – We are ambitious for what our organisation and customers can achieve, and strive to deliver the highest quality and value possible.



Innovation – We look for new ways of solving problems, strive for continuous reflection and improvement, and promote others to do the same.



Our commitment to sustainable practice

Scotland's climate is changing faster than predicted, and the country is already experiencing the significant effects of this, from extreme weather to biodiversity loss. As a major provider of social housing and care services, we are committed to supporting Scotland's transition to a low carbon future, as we recognise that the homes we build, the services we deliver and the way we operate all contribute to Scotland's carbon footprint.

Our organisation has made significant steps forward in our environmental journey. Following the launch of our Net Zero and Climate Change Strategy, we have strengthened our commitment to reducing emissions, improving energy efficiency and embedding sustainability across the organisation and everything we do.

We have a dedicated section on our external website to highlight our sustainability efforts, alongside a SharePoint site for staff that provides detailed information on the activities supporting the delivery of our sustainability and net zero targets, and how they can get involved.

Our businesses

Hillcrest is made up of:



Hillcrest Homes

With over 8,000 properties for social rent across Dundee, Edinburgh, Angus, Perthshire, Fife and Aberdeen, our parent company Hillcrest Homes, provides all corporate core services to the companies in Hillcrest.



Hillcrest Enterprises

Providing nearly 1,300 quality homes at discounted mid-market rents for people on limited incomes, Hillcrest Enterprises is the home of new business opportunities for Hillcrest. This includes providing open market rented properties, selling corporate services and developing new business opportunities.



In April 2026, Hillcrest Maintenance became part of Hillcrest Enterprises and there are currently over 200 staff who provide a comprehensive trades service across a variety of void, cyclical, planned and property maintenance works.



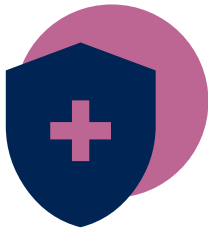
Hillcrest Futures

Providing support to more than 5,000 people across Dundee, Angus, Fife, Edinburgh, Glasgow, and Perth and Kinross, Hillcrest Futures offers a range of services in the areas of physical and learning disabilities, autism, young people and older people. Further services include supporting positive mental health and wellbeing, homelessness, and drug and alcohol recovery.

Benefits of working with us



There are a number of benefits available as part of your career with Hillcrest, including a generous pension scheme, healthcare plan and flexible working opportunities.



Healthcare Plans



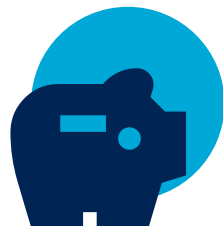
Cycle to Work Scheme



Generous Annual Leave Entitlement



Home and Tech Scheme



Pension Options



Personal Learning & Development



Perkbox: Money Off Goods



Mental Health First Aiders and Menopause Champions



Flexible Working



An employer of choice

We are proud to be accredited with the Gold award in the Investors in People and Investors in Young People standards, which reinforce our reputation as an outstanding company to work for, with a clear commitment to sustainability and the development of our people.

Staff are a pivotal point of investment for our organisation, as our staff skills, insight and day to day experience directly influence the quality and effectiveness of our services. By supporting career development, we create meaningful employment pathways, nurture talent, and promote long-term social and economic inclusion.

Our staff benefit from tailored training, mentorship, and professional development opportunities that support both their technical capability and personal growth. Our people also have the opportunity to help shape organisational change. Each of Hillcrest's companies has a Staff Representative group, who meet every quarter to share employee feedback on matters important to them.

These groups facilitate open dialogue between Hillcrest's leadership team and employees, fostering trust and engagement. Staff are encouraged to voice their opinions and concerns around salary, benefits, training and processes, helping to drive innovation and the overall direction of our organisation.

In addition to this, we also run a staff wellbeing group, which is responsible for developing initiatives to support the wellbeing of all our employees, to ensure Hillcrest remains an excellent place to work and to help achieve the objectives of our health and wellbeing policy.





Keys to success

We want you to have all of the tools you need to be successful in your application to join Hillcrest. Here is some guidance on how you can make the best impression.

Tips for writing a strong application

Once you find a job you'd like to apply for, read the application carefully and don't fill it in straight away. Instead, take time to prepare as this will make the task easier.

We acknowledge that artificial intelligence (AI) can support applications, but we ask that yours reflects your true self. By applying, you confirm that all information is accurate and represents your own knowledge, skills and experience.

Gather all of the relevant information that you need to complete the application. This will include details of your qualifications, employment history and contact information of your referees.

Carefully study the person specification of the post you're applying for so you can refer back to the specific skills and qualities we're looking for as you complete the form.

Finally, read the instructions carefully to ensure you complete the correct sections of the form and know when the deadline is.



Job interview tips

Here are our top 10 tips to have a successful job interview:

Before the interview

1. **Do your research** - before the interview, make sure you research our company and our values. We will want you to tell us what you know about Hillcrest.
2. **Practise, practise, practise** – take the time to practise commonly asked interview questions. You'll find examples of these online.
3. **Have a run-through** – ask a friend or family member to do a mock interview with you.
4. **Prepare your own questions** – prepare a few questions to ask us. These could be about the team you'll be working with, the role or the company.



During the interview

5. **Be punctual** - plan your schedule to arrive to the interview 10 to 15 minutes early.
6. **Make a good first impression** - practise good manners and body language, and treat everyone you meet with respect.
7. **Respond truthfully** – always answer questions truthfully, interviewers find honesty refreshing and respectable. Focus on your key strengths.



After the interview

8. **Ask about next steps** - after your interview ask either your interviewer, hiring manager or recruiter about what you should expect next and when you are likely to hear back.



Testimonials

Here's what some of our current colleagues have to say about working for Hillcrest:

"Over the years, I have progressed through several roles, including from assistant support worker, support worker then Development Worker, Project Coordinator, and Service Manager at the Edinburgh Resource Hub, before becoming Service Manager for Temporary Accommodation.

One of the things I value most about Hillcrest Futures is the encouragement and support to grow professionally. Each role has given me new opportunities to develop my skills, take on fresh challenges, and make a positive difference in people's lives.."

**Piotr Jankowski, Service Manager,
Hillcrest Futures**

"I enjoy working for Hillcrest as we genuinely invest in our peoples' futures. For young people we offer a variety of work experience placements, apprenticeships and employment opportunities, which gives youngsters confidence and an understanding of the sector. Knowing our organisation helps to shape the next generation of staff gives my work a sense of purpose."

**Jamie McCunnie, Young Workforce
Development Partner, Hillcrest Homes**

"I joined the Hillcrest Energy Advice Team in 2016. This was originally a one year fixed term post. My manager was instrumental in making my position permanent and we have gone from strength-to-strength since. I really enjoy working in this team and we are innovative with our projects and in general day-to-day tasks which has led to multiple national awards. We work very closely with all parts of the business and this works really well for joint projects and information exchange. I am very happy with my manager, the rest of my team and indeed all members of staff I work with in Hillcrest and would recommend joining the company to anyone."

Euan Hird, Energy Advisor, Hillcrest Homes

"Hillcrest's commitment to its people and communities makes it a great place to work. There is a strong focus on staff development, with many opportunities to learn and grow professionally."

**Kirsty Beggs,
Communications &
Marketing Officer,
Hillcrest Homes**

"Hillcrest offers great opportunities to enhance your continuing professional development. There is also a real focus on staff wellbeing and supporting work-life balance through shift flexibility, regular relaxed staff meetings and one-to-one personal reviews."

**Kerry Stinson, Support
Worker, Hillcrest Futures**

"I've had the opportunity at Hillcrest to take on new challenges and play a part in shaping the organisation's future. As a senior leader, I really value the trust and freedom to lead change, bring forward new ideas and support others to develop, all while working alongside great people who genuinely care about what we do."

Bryan Harris, Head of Innovation & Improvements

"I joined Hillcrest twelve years ago which is testament to it being a great company to work for. The culture of the company is very friendly with a emphasis on developing, training and empowering staff. There are always opportunities to be part of other groups outwith your role; I'm part of the Wellbeing Group and the Staff Representative for Hillcrest Enterprises."

Sara Wild, Estates Officer, Hillcrest Enterprises



Helping people live better lives

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