







Hillcrest

Your future starts here...

hillcrest.org.uk

Hillcrest



Welcome from our Chief Executive, John Alexander

Thank you for taking the time to find out more about opportunities with Hillcrest.

We believe that young people have an important role to play in shaping the future of our organisation and the communities we serve. Supporting young people to develop skills, gain confidence and build rewarding careers is a responsibility we take seriously.

Starting your career can be exciting, but it can also feel a little daunting. That's why we work hard to create a supportive environment. We know talent comes from many different backgrounds and experiences, and we are committed to creating opportunities that are accessible, inclusive and rewarding.

As a proud Young Person's Guarantee employer, we are committed to creating opportunities through work experience placements, trade and modern apprenticeships, graduate pathways and a range of development programmes that help young people thrive. We are also delighted to have recently achieved Investors in Young People Gold accreditation, recognising our commitment to attracting, and developing young talent across our organisation.

Whether you're taking your first step into the world of work or looking to build on your skills and experience, Hillcrest offers a variety of exciting career pathways in a supportive and inclusive environment.

We hope this brochure gives you a sense of what life at Hillcrest is like and inspires you to consider becoming part of our team. We look forward to welcoming the next generation of Hillcrest talent.



John Alexander
Hillcrest Chief Executive

INVESTORS IN YOUNG PEOPLE | GOOD PRACTICE AWARD GOLD

INVESTORS IN PEOPLE | Gold



Meet our Young Workforce Development Partner, Jamie McCunnie

Hello! I'm Jamie and I run our young workers' programme to help raise the voices of our younger staff so they can contribute to important decision-making processes within the organisation.

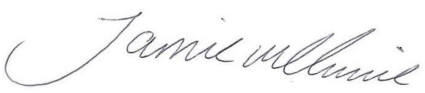
We support our young people's development through our Young Person Group, which gives them a space to network and share ideas and opinions on changes happening within the organisation. We also partner with external agencies, schools, colleges and universities to offer pre-apprenticeship training and work placements to local young people, giving them the opportunity to receive hands-on experience in a department of their choice.

We're proud to offer paid apprenticeship opportunities across a range of departments, giving people the chance to earn while they learn and develop valuable skills and experience in areas such as trades, housing, human resources, learning and development, finance, customer service, and more.

If you are interested in starting a career or even just developing a new skill, Hillcrest is here to support you.

For new apprenticeship and job opportunities, please visit the careers pages at www.hillcrest/careers or contact me at: **JMcCunnie@hillcresthomes.org.uk**.

We can't wait to hear from you!



Jamie McCunnie
Young Workforce Development Partner



We are Hillcrest

Hillcrest started in 1967 as Hillcrest Housing Association. Over the decades, we've grown 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 companies work together to make a positive difference by improving the lives 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

Respect

Innovation

Excellence

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 affordable, discounted mid-market rents for people on limited incomes. We also provide services not normally provided by private landlords, such as free and impartial tenancy sustainment, benefit and money advice, as well as free energy assessments and practical advice.



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 2,500 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.

These include...

- Healthcare Plan
- Mentor Programme
- Generous Annual Leave Entitlement
- Money off Home and Tech*
- Generous Pension Scheme
- Personal Learning and Development
- Perkbox: Money off Goods
- Mental Health First Aiders and Wellbeing Initiatives
- Flexible Working

** Earning criteria applies*



Interested in joining Hillcrest?

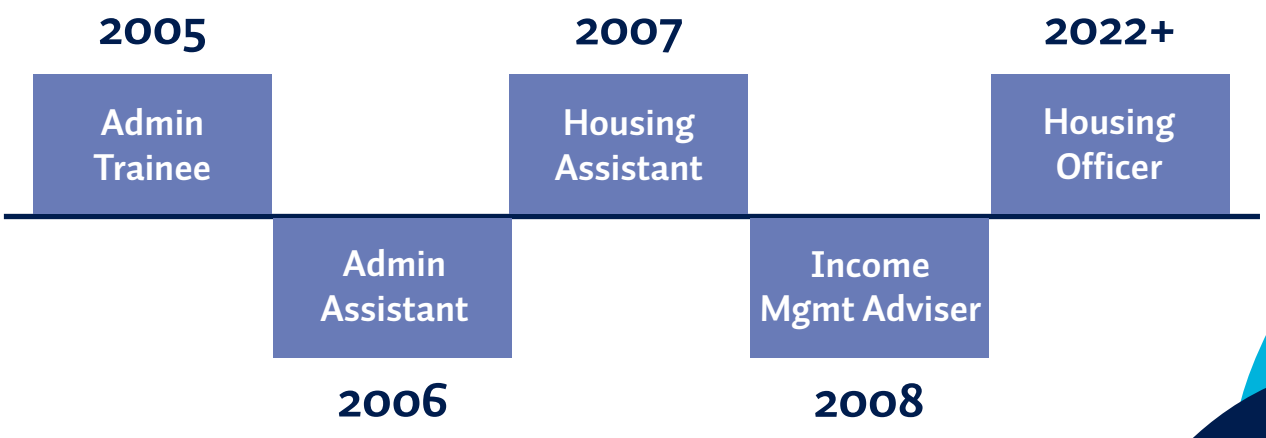
Here's what a career journey with us can look like...

"I started in 2005 as Hillcrest's first Admin Trainee, and completed my apprenticeship in June 2006. Hillcrest helped me to complete my level 2 and 3 in Business and Administration. After several years they helped me with my level 4 in Housing qualification.

In my current role, I provide accommodation to families and single people who've been waiting on homes for a long time and who are very happy to receive these properties. I love being out and about meeting the tenants and being able to help them in many ways.

The best part of working with Hillcrest is my colleagues and the support they provide."

Nikki Mill, Housing Officer





Keys to success

Here are some tips on how to make the best impression and be successful in your application to join Hillcrest.

Create a ‘stand out’ application

- **Keep it concise:** Your application should include key information and be to the point. Make sure you also proofread it for any errors or spelling mistakes.
- **Artificial Intelligence (AI):** We acknowledge that 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.
- **Highlight your education:** Make sure you include your academic qualifications and any relevant courses or training you’ve completed.
- **Include work experience:** Any part-time jobs or volunteering you’ve done can be valuable additions to your application. Highlight any skills learned during these experiences.
- **Showcase your skills:** Make sure you highlight any hobbies, interests and skills where relevant and explain how they could be valuable to us as your employer.
- **Be honest:** It’s important to be truthful in your application, as any fibs could be discovered during the recruitment process and impact on your chance of getting the job.

Check out our socials!

You can find out more about Hillcrest by visiting our website and our social media accounts.

Details about our social media channels are on the back page of this document.



Job interview tips

We know job interviews can be daunting, especially if you've never had one before. Here's some advice on how to 'ace' your interview:

Before the interview

1. **Look us up**: Before the interview, make sure you research our company. We'd like you to tell us what you know about Hillcrest.
2. **Practise makes perfect:** 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. **What do you want to ask us?** Think of questions beforehand. 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. **First impressions count!** Practise good manners and body language, and treat everyone you meet with respect.
7. **Be honest:** 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.



Why you should work with us...

Want to know what it's like working at Hillcrest? Some of our apprentices and young workers share their views.

"Since joining Hillcrest, I have grown so much as a person. The support, encouragement, and opportunities I have been given have helped me build my confidence. I now feel more comfortable speaking to people, taking on new challenges, and pushing myself outside of my comfort zone.
Being part of such a supportive and welcoming company has made a huge difference to me. Hillcrest has not only helped me develop professionally but has also helped me grow personally."

Amber, Communications and Marketing Apprentice
Hillcrest Homes

"Completing my apprenticeship with Hillcrest has allowed me to work on various different contracts, meaning my skillset was able to grow and develop each day.

Hillcrest has been incredibly supportive of my development along the way."

Aidan, Painter
Hillcrest Enterprises

Hillcrest has helped me develop in many ways, particularly by improving my confidence and public speaking skills through working closely with my teams and taking part in events such as the Board Members Event, where I shared my experience as an apprentice. I've gained valuable skills, experience, and confidence."

Izzy, Income Management and Engagement Apprentice
Hillcrest Homes

"Working for Hillcrest has developed me as a person in and outside of work. It has grown me as a person and the opportunity it has given me has been brilliant. I've been able to learn and earn while working through qualifications to help me get a permanent job in the company. I couldn't recommend a modern apprenticeship more!"

Louie, Asset Management Apprentice
Hillcrest Homes

"I'm enjoying the course so far and I've learned a lot on my placement. Being in a real work environment shows me exactly what the job is like. It's a lot of responsibility but I'm really liking it, and hope to do an apprenticeship with Hillcrest in the future."

Brandon, Pre-apprentice Joiner
Hillcrest Enterprises

"Hillcrest provides young people with the opportunity to voice their opinions and experiences within the company. Hillcrest also encourages their staff to believe in themselves as a person and as a worker, and provides opportunity for progression within job roles and encourages staff to be the best that they can be."

Afton, Support Worker
Hillcrest Futures



Your future starts here...

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@HillcrestScotland

@Hillcrest

@hillcrestharmreduction

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