



Built Environment Trumps

PROVIDING A VISION
FOR FUTURE CAREERS

WORKING IN PARTNERSHIP

Wates
RESIDENTIAL

BeFirst

**Barking &
Dagenham**

A game to raise awareness of over 40 different careers in just one industry.

Ideal for engaging young people in career discussions, with options for their future.

- Find out what skills and knowledge are required for different job roles.
- Find out about emerging jobs related to developing technologies and sustainability.
- Relate capabilities for learning to the skills required at work.
- Ideal for introducing guest speakers in schools. Young people can use this activity in preparation, leading to more insightful questioning and discussion.

A FUN WAY TO RAISE AWARENESS
OF CAREER OPPORTUNITIES
IN THE BUILT ENVIRONMENT

WORKING IN PARTNERSHIP



**Barking &
Dagenham**

Built Environment Trumps

Based on the card game – **Top Trumps** we hope that this engagement tool will help to ...

- raise aspirations
- build confidence to engage with people from business and industry
- raise curiosity about people's work
- encourage self belief
- enable visioning
- establish personal goals
- expand choices by raising awareness of opportunities
- define a purpose at school
- raise attainment
- foster wellbeing and success
- facilitate play and introduce the power of time travel as a pedagogical tool

Aspiration

You do not know what the future will hold but you can start to build your knowledge of future career options.

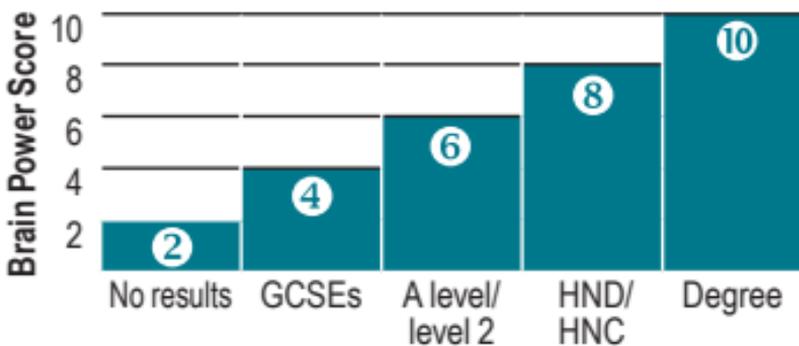
You may think you have time on your side, however time goes by quickly so it's important to explore the options, set your goals and plan your path.

It's your future, it's your choice.

It is better to fail aiming high than succeed aiming low.

If you can see it, you can be it...

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.



Wates

Wates is one of the leading family owned construction, development and property services companies in the UK. The **Wates** family has been committed to the built environment for over 120 years.

The company builds and sells new homes and constructs public buildings like schools, offices and leisure centres. It also maintains **500,000** homes across the country every year.

Nearly **4,000** people who currently work for **Wates** have the opportunity to develop their careers or carry out the rewarding job roles outlined on the cards in this pack and the **Wates** family would like to inspire the next generation to be aware of these opportunities too.

Built Environment Trumps helps introduce young people to this fantastic industry and the exciting career pathways that are on offer in the built environment.

To find out more you can visit:

www.wates.co.uk

PLAYING INSTRUCTIONS

Any number of people can play.

Shuffle and deal all the cards face down.

Each player holds their cards, face up, in the palm of their hand. Players can only look at their top card. The player to the dealer's left starts reading out an item from the top card (e.g. Cool Factor 8).

The other players then read out the same item. The one with the best or highest value wins and places all cards from the round (including their own) to the bottom of their pile. It is then their turn again to choose an item from the next card.

If 2 or more cards share the top value or no data is available for that particular subject, then these cards are placed in the middle (to be collected by the eventual winner of the hand) and the same player chooses an item again from the next card. The player that ends up with all the cards in their hand wins the game.

TOWN PLANNER

Town Planners are responsible for the design and management of new communities. This includes creating new development plans for our towns and cities and assisting in gaining planning permission to make sure that new development has a positive impact on the area's environment and economy. They help balance the need for houses, employment, transport and recreation.



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|----------------------|-----------|-------------------------------|-----------------|
| Cool Factor | 6 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels | 3 |
| Tech Level | 8 | or | |
| Social Good | 10 | Level 2 Apprenticeship | YES |
| Job Prospects | 8 | HND/HNC | OPTIONAL |
| | | Degree | YES |

Salary Band **£18,000 - £100,000**

Key Facts: In order to become a chartered Town Planner, you must complete a Royal Town Planning Institute (RTPI) accredited degree at undergraduate or postgraduate level.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ARCHITECT

Architects work in the construction industry designing new buildings and the spaces in and around them. They also help restore and conserve old buildings, and develop new ways of using existing buildings. They are involved in construction projects from the earliest stages right through to completion.



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|----------------------|--------------------------|-------------------------------|-----------------|
| Cool Factor | 10 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels | 3 |
| Tech Level | 9 | or | |
| | | Level 2 Apprenticeship | YES |
| Social Good | 10 | HND/HNC | OPTIONAL |
| Job Prospects | 10 | Degree | YES |
| Salary Band | £22,000 - £70,000 | | |

Key Facts: You will need to complete a five year architecture degree which is recognised by the Architects Registration Board (ARB). To take a recognised degree you will need: five GCSEs A*- C including english, maths and science and three A levels. Some universities prefer a maths or a science subject.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

LANDSCAPE ARCHITECT

Landscape Architects specialise in planning and designing open spaces. Their work can be found everywhere from inner-city squares to shopping centres, parks, coastline and countryside. Whether transforming derelict industrial areas or complementing a heritage site, landscape architects aim to produce pleasant places to live, work and relax that are environmentally friendly and sustainable.



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| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels | 3 |
| Tech Level | 9 | or Level 2 Apprenticeship | YES |
| Social Good | 10 | HND/HNC | OPTIONAL |
| Job Prospects | 8 | Degree* | YES |

Salary Band **£24,000 - £100,000**

Key Facts: Landscape Architecture is a chartered profession so you must reach Masters level on a higher education course that is accredited, such as a Landscape Institute **Degree***

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

CIVIL ENGINEER

Civil Engineers create, improve and protect the environment in which we live. They plan, design and oversee the construction and maintenance of building structures and infrastructure, such as roads, railways, airports, bridges, harbours, dams, irrigation projects, power plants, and water and sewerage systems.



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|----------------------|-----------|---|------------------|
| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 9 | HND/HNC | OPTIONAL |
| Social Good | 9 | Degree* | YES |
| Job Prospects | 8 | | |

Salary Band **£23,500 - £80,000**

Key Facts: You will need an honours degree to achieve Chartered Engineer (MICE CEng) status accredited by the Institute of Chartered Engineers or equivalent.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

STRUCTURAL ENGINEER

Structural Engineers work alongside architects to design buildings and ensure that they are structurally strong and safe. This includes ensuring that a building can withstand environmental factors and human use.



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| Cool Factor | 9 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels | 3 |
| Tech Level | 10 | or | |
| Social Good | 9 | Level 2 Apprenticeship | YES |
| Job Prospects | 8 | HND/HNC | OPTIONAL |
| | | Degree* | YES |

Salary Band £22,000 - £70,000

Key Facts: Entry without a degree* is possible if you hold a national diploma level qualification in structural or civil engineering however you can only progress to a Technician Member and will need further qualifications to progress to Chartered status.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

PLANNING MANAGER

Planning Managers monitor planning teams from start to finish, identify critical paths, report on progress, liaise with the supply chain regarding logistics, temporary services and temporary works. They work with project teams, consultants and key stakeholders to ensure that all programmes are compliant with the correct governance.



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|----------------------|----------|-------------------------------|-----------------|
| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 8 | A-levels | 3 |
| Tech Level | 8 | or | |
| Social Good | 8 | Level 2 Apprenticeship | YES |
| Job Prospects | 8 | HND/HNC | OPTIONAL |
| | | Degree | YES |

Salary Band **£30,000 - 100,000**

Key Facts: English and maths GCSEs are essential. Planning Managers work across all six stages of a project - bidding, pre-construction, procurement, design, construction and post-construction. Good ability to problem solve is an advantage.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

PLANNER

Planners create, maintain, review and administer construction schedules and plans. They ensure that the project is completed safely, on time and within budget. A site based Planner will usually report to either the Project Manager or Project Director.



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| Cool Factor | 6 | GCSEs (min) | YES |
| Brain Power | 8 | A-levels | - |
| Tech Level | 8 | or | |
| Social Good | 6 | Level 2 Apprenticeship | - |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | YES |

Salary Band **£30,000 - 100,000**

Key Facts: English and maths GCSEs are essential. Planning Managers work across all six stages of a project - bidding, pre-construction, procurement, design, construction and post-construction. Good ability to problem solve is an advantage.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ESTIMATOR

Construction Estimators are responsible for estimating the amount of work required on particular projects. They estimate by gathering proposals, blueprints, specifications, and related documents. In addition, they estimate labour, material and time requirements and factor in risk assessments to calculate the overall cost of the project.



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| Cool Factor | 6 | GCSEs (min) | 5 |
| Brain Power | 8 | A-levels | 3 |
| Tech Level | 8 | or | |
| Social Good | 5 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | OPTIONAL |
| | | Degree | YES |

Salary Band **£18,000 - 80,000**

Key Facts: Estimators combine site experience with quantity surveying skills and commercial acumen and are capable of financial analysis. Maths, IT skills, problem-solving ability, attention to detail, the ability to communicate well and an ability to manage projects will help in this role.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

PRE-CONSTRUCTION MANAGER

Pre-Construction Managers

consult with the estimators, designers and planners involved in a project to reach agreement on the design solution, produce accurate cost estimates and plan a viable implementation of the project. They propose and implement, with the estimator, the cost estimate for projects. They also often manage the bidding process.



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| Cool Factor | 6 | GCSEs (min) | 5 |
| Brain Power | 8 | A-levels | 1-3 |
| Tech Level | 8 | or Level 2 Apprenticeship | - |
| Social Good | 5 | HND/HNC | YES |
| Job Prospects | 7 | Degree | - |

Salary Band **18,000 - 80,000**

Key Facts: A pre-construction manager will meet many different people outside their organisation including employers agents, clients and consultants such as architects. Great interpersonal skills will be beneficial for this role.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

BID MANAGER

Bid Managers are responsible for creating and overseeing a bid – a detailed, costed, persuasive proposal – on behalf of one organisation to gain a business contract or offer of work from another. It usually involves identifying opportunities and feeding into the decision over whether to bid for the work.



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| Cool Factor | 9 | GCSEs (min) | YES |
| Brain Power | 10 | A-levels | _____ |
| Tech Level | 8 | or | _____ |
| Social Good | 8 | Level 2 Apprenticeship | YES |
| Job Prospects | 6 | HND/HNC | OPTIONAL |
| | | Degree | YES |

Salary Band **£37,500 - £70,000**

Key Facts: There is no typical entry requirement, and no formal training is required however Bid Managers will usually have a degree or equivalent qualification. Bid Managers often come from project management backgrounds as writing a bid requires a similar skill set.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

PROPOSALS MANAGER

Proposals Managers must ensure that all of the company's proposals are fully executed from start to finish. They are experienced in scheduling and facilitating key review meetings, final document review, coordinating proposal governance, sign-off, document production and delivery of the completed proposal.



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| Cool Factor | 7 | GCSEs (min) | YES |
| Brain Power | 10 | A-levels | _____ |
| Tech Level | 8 | or | _____ |
| Social Good | 8 | Level 2 Apprenticeship | YES |
| Job Prospects | 6 | HND/HNC | OPTIONAL |
| | | Degree | YES |

Salary Band **£37,500 - £70,000**

Key Facts: A Proposals Manager will normally report to the pre-construction manager / director. Working to tight deadlines is vital to this role. Strong time management skills will be essential to this position.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

PROJECT MANAGER

Project Managers are responsible for both the people and works happening on a construction site. They are in charge of the safety of all staff and sub-contractors, as well as ensuring that the work is carried out according to the designs, within budget and on time.



Cool Factor **9**

Brain Power **10**

Tech Level **8**

Social Good **10**

Job Prospects **7**

GCSEs (min) **5**

A-levels **3**

or
Level 2 Apprenticeship **YES**

HND/HNC **OPTIONAL**

Degree* **YES**

Salary Band **£28,000 - £70,000**

Key Facts: A degree* in business or project management is best suited for this role as this will provide knowledge about the commercial elements of a job.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

SECTION MANAGER

Section Managers are responsible for overseeing the operations and delivery on one section of a construction project. This includes being responsible for the sub-contractors within that section.



Cool Factor **7**

Brain Power **6**

Tech Level **8**

Social Good **8**

Job Prospects **8**

GCSEs (min) **5**

A-levels **OPTIONAL**

or
Level 2 Apprenticeship **YES**

HND/HNC **OPTIONAL**

Degree **OPTIONAL**

Salary Band

£35,00 - £50,000

Key Facts: Section Managers oversee onsite and offsite construction and ensure compliance with all building and safety regulations. It is possible to enter this role with a work-based apprenticeship and to gain qualifications while you learn on the job or you can enter this role with higher level qualifications such as an HND or degree in relevant subjects.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

QUANTITY SURVEYOR

Quantity Surveyors are the guardians of the budget and contractual relationships on a project. This is a wide ranging role including measuring what is needed, procuring it, and dealing with the financial and legal matters on site.



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| Cool Factor | 10 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels | 3 |
| Tech Level | 8 | or | |
| Social Good | 8 | Level 2 Apprenticeship | YES |
| Job Prospects | 8 | HND/HNC | OPTIONAL |
| | | Degree* | YES |

Salary Band **£18,000 - £80,000**

Key Facts: To work as a Quantity Surveyor you typically need a degree* in quantity surveying or commercial management which is accredited by the Royal Institute of Chartered Surveyors (RICS).

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

BUILDING SURVEYOR

Building Surveyors are responsible for carrying out reports to identify any defects, repairs or maintenance needed or restoration options. A surveyor works on both new and old developments including the restoration of historic or important buildings.



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| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 8 | HND/HNC | YES |
| Social Good | 8 | Degree* | OPTIONAL |
| Job Prospects | 7 | | |

Salary Band **£22,000 - £70,000**

Key Facts: To work as a Building Surveyor your degree* must be accredited by the Royal Institute of Chartered Surveyors (RICS).

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

BIM MANAGER

BIM Managers create 3D digital models which show all of the designs and information to do with a building which can be viewed together or in separate layers for different trades. This helps all operational staff see the different layers of the construction site including plans, designs, materials and infrastructure to enable works to go ahead efficiently and according to plan.



Cool Factor **10**

Brain Power **10**

Tech Level **10**

Social Good **7**

Job Prospects **9**

GCSEs (min) **5**

**A-levels
or
Level 2 Apprenticeship** **3
YES**

HND/HNC **YES**

Degree* **OPTIONAL**

Salary Band **£36,000 - £60,000**

Key Facts: A BIM Manager is typically expected to have a HNC or HND level qualification or a degree* in a construction based subject with at least 5 years in an engineering, architectural or construction based role.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

DESIGN MANAGERS

Design Managers are involved in construction projects from the beginning and oversee the plans and design of a building provided by architects or design consultants to ensure that everything is aligned and that the plans match the clients' specifications, are within budget and comply with regulations.



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|----------------------|-----------|-------------------------------|-----------------|
| Cool Factor | 9 | GCSEs (min) | 5 |
| Brain Power | 8 | A-levels | 3 |
| Tech Level | 10 | or | |
| Social Good | 8 | Level 2 Apprenticeship | YES |
| Job Prospects | 8 | HND/HNC | YES |
| | | Degree* | OPTIONAL |

Salary Band **£25,000 - £45,000**

Key Facts: You do not need a degree to enter into this job role. A HND in design, architecture or construction management is a suitable entry qualification.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

SALES MANAGER

Sales Managers are responsible for the sale of new residential properties and also carry out marketing, negotiating prices and dealing with contracts. They will also help to support the buyer through the purchasing by providing advice on mortgages, insurance and legal documents.



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| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 6 | A-levels | 3 |
| Tech Level | 4 | or | |
| Social Good | 7 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | OPTIONAL |
| | | Degree | OPTIONAL |

Salary Band **£38,000 - £52,000**

Key Facts: It is not essential to have a degree or HND qualification to enter this role. It is possible to progress from an administrative level to Sales Manager with experience.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ESTATE MANAGER

Estate Managers are in charge of the day-to-day running and upkeep of a private estate. Their work is focused outside of the homes and generally relates to the streets and communal areas. Other tasks include organising maintenance work, overseeing staff and organising community events.



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| Cool Factor | 6 | GCSEs (min) | 5 |
| Brain Power | 6 | A-levels | OPTIONAL |
| Tech Level | 4 | or | |
| Social Good | 8 | Level 2 Apprenticeship | OPT |
| Job Prospects | 7 | HND/HNC | OPTIONAL |
| | | Degree | OPTIONAL |

Salary Band **£21,000 - £47,000**

Key Facts: A degree is not essential for this role and experience in this position or similar is preferred.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

HEALTH & SAFETY MANAGER

Health & Safety Managers

are in charge of promoting a healthy and safety conscious workplace on site and reporting any injuries or potential hazards. They must ensure that employers and employees comply with both company regulations and wider legislation set by the government.



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| Cool Factor | 7 | GCSEs (min) | 5 |
| Brain Power | 8 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 4 | HND/HNC | OPTIONAL |
| Social Good | 10 | Degree* | YES |
| Job Prospects | 7 | | |

Salary Band **£25,000 - £51,000**

Key Facts: To enter this role a degree* is not essential however experience in a similar role or industry is required and you must hold qualifications in relevant health and safety courses.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

OPERATIONS DIRECTOR

Operations Directors are responsible for managing and overseeing the delivery and execution of construction projects, ensuring that they are delivered on budget, on time and to the client/ partner's specifications. They are often responsible for many different projects and teams at one time.



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| Cool Factor | 10 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 6 | HND/HNC | OPTIONAL |
| Social Good | 10 | Degree | YES |
| Job Prospects | 9 | | |

Salary Band **£36,000 - £96,000**

Key Facts: Experience and knowledge of the construction industry is essential in this role as you will have overall responsibility of the construction project.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

DEVELOPMENT DIRECTOR

Development Directors set the strategic direction of a development and also identify and secure new development opportunities. They make sure each development meets the business plan for the project and ensure that the scheme meets the design, quality, cost and sales targets that have been set. They often look after a team of development managers and are responsible for several developments at a time.



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|---------------|---------------------------|--|------------------------|
| Cool Factor | 10 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 6 | HND/HNC | OPTIONAL |
| Social Good | 10 | Degree* | YES |
| Job Prospects | 10 | | |
| Salary Band | £39,000 - £103,000 | | |

Key Facts: Development Directors normally have a degree* in a subject related to the built environment e.g. architecture or commercial management.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

MANAGING DIRECTOR

Managing Directors are responsible for providing strategic guidance and direction to the board to ensure that the business' vision and goals are met. They are in charge of monitoring the progress of all areas of the business, representing the business in negotiations and overseeing recruitment and staff resourcing.



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| Cool Factor | 10 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 9 | HND/HNC | OPTIONAL |
| Social Good | 10 | Degree* | YES |
| Job Prospects | 10 | | |

Salary Band

£150,000 +

Key Facts: A degree* in business, marketing or a related field is required and extensive experience is essential, particularly in managing people and developing and implementing strategic and business plans.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

CEO

Chief Executive Officers

are the highest-ranking executives within a business and are in charge of making major decisions, managing operations and resources and acting as the public face/spokesperson for the company.



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| Cool Factor | 10 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 9 | HND/HNC | OPTIONAL |
| Social Good | 10 | Degree* | YES |
| Job Prospects | 10 | | |

Salary Band £200,000 +

Key Facts: A degree and often a masters in a subject specific field, such as accountancy, are required in addition to extensive experience in management, strategy and legal/ financial matters.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

STRATEGY DIRECTOR

Strategy Directors are responsible for leading client engagements, forming and growing trusted client relationships and advising leadership and senior management on strategic initiatives. They also monitor the progress of the business and competition to ensure that strategic goals are met, as well as identifying business development needs and objectives.



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| Cool Factor | 8 | GCSEs (min) | 5* |
| Brain Power | 10 | A-levels | YES |
| Tech Level | 7 | or | |
| Social Good | 9 | Level 2 Apprenticeship | - |
| Job Prospects | 8 | HND/HNC | - |
| | | Degree | YES |

Salary Band **£52,000 - £99,000**

Key Facts: A Strategic Director will have a wide range of experience and extensive knowledge of the industry (the bigger picture) to bring perspective and context. They will also be adept at balancing a number of key priorities and agendas, with the ability to keep the leadership team on track.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

FINANCIAL DIRECTOR

Financial Directors are in charge of providing strategic and financial guidance to ensure that a company's financial commitments are met including budgets, analysis and financial reporting. They will also oversee the implementation and development of internal audits, making sure that the company complies with financial procedures and regulations.



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| Cool Factor | 10 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 9 | HND/HNC | OPTIONAL |
| Social Good | 7 | Degree* | YES |
| Job Prospects | 10 | | |

Salary Band **£50,000 - £105,000**

Key Facts: A degree* in accounting, business, finance or a related subject is required including experience in financial roles.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ACCOUNTANT

Accountants provide financial advice to companies or clients and often specialise in a particular area of finance such as auditing, management consultancy or corporate finance. Typical duties include; administering payrolls, preparing accounts, tax returns, analysing business plans, financial forecasting and risk analysis.



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|----------------------|-----------|-------------------------------|-----------------|
| Cool Factor | 7 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels | 3 |
| Tech Level | 9 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 8 | HND/HNC | OPTIONAL |
| | | Degree | YES |

Salary Band **£18,000 - £47,000**

Key Facts: It is possible to enter into this role without a HND or degree qualification however it can be a very competitive process so these qualifications are preferred.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

LAWYER

In-house Lawyers are responsible for drafting, reviewing and negotiating commercial and business contracts between a company and clients, suppliers, customers and employees. They implement policies and procedures to mitigate legal risks and ensure that all areas of the business comply with regulations set out by the Government.



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|----------------------|-----------|---|------------------|
| Cool Factor | 9 | GCSEs (min) | 5 |
| Brain Power | 10 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 8 | HND/HNC | OPTIONAL |
| Social Good | 9 | Degree | YES |
| Job Prospects | 9 | | |

Salary Band **£45,000 - £120,000**

Key Facts: There are many possible routes and qualification options including an undergraduate degree, a Legal Practice Course (LPC) or Bar Professional Training Course (BPTC).

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

DEVELOPMENT MANAGER

Development Managers help bring a project from an initial idea, to planning, construction and handover to the end user. They are responsible for appointing a team of specialist consultants and contractors to carry out the design work, submit planning applications and build out schemes. They also ensure schemes are financially viable and work with Sales and Marketing teams.



| | | | |
|----------------------|--------------------------|-------------------------------|-----------------|
| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 6 | A-levels | 3 |
| Tech Level | 6 | or | |
| | | Level 2 Apprenticeship | YES |
| Social Good | 8 | HND/HNC | OPTIONAL |
| Job Prospects | 8 | Degree | OPTIONAL |
| Salary Band | £35,000 - £60,000 | | |

Key Facts: Development Managers can come from a range of backgrounds and their day to day role is very varied.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

HR MANAGER

Human Resources Managers

are responsible for hiring, developing and looking after employees. This includes supporting their career growth through training opportunities and monitoring employee performance.

They may also be responsible for the delivery of a business' strategic objectives.



| | | | |
|----------------------|----------|---|------------------|
| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 6 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 6 | HND/HNC* | OPTIONAL |
| Social Good | 8 | Degree** | OPTIONAL |
| Job Prospects | 7 | | |

Salary Band **£25,000 - £51,000**

Key Facts: A Chartered Institute of Personal Development (CIPD) qualification is expected. *HND/HNC in Human Resources Management. **A degree is optional but preferred.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ADMINISTRATOR

Administrators are responsible for supporting and organising a company's day-to-day operations. Typical tasks include; booking meetings and travel, managing the emails and diaries of senior leadership and acting as the main point of contact for the business.



| | | | |
|----------------------|----------|-------------------------------|-----------------|
| Cool Factor | 6 | GCSEs (min)* | 5 |
| Brain Power | 4 | A-levels | - |
| Tech Level | 6 | or | - |
| Social Good | 6 | Level 2 Apprenticeship | - |
| Job Prospects | 7 | HND/HNC | OPTIONAL |
| | | Degree* | OPTIONAL |

Salary Band **£21,000 - £26,000**

Key Facts: Maths and english GCSEs at grade C or above are necessary however previous experience is particularly desired in this job role.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

COMMUNITY INVESTMENT MANAGER

Community Investment

Managers organise and support construction site teams by working with local people, businesses and schools to add value to the area and help improve the community. Each community investment programme is specific to the site's location and is tailored to help provide what that area needs most.



| | | | |
|----------------------|-----------|-------------------------------|-----------------|
| Cool Factor | 8 | GCSEs (min)* | 5 |
| Brain Power | 6 | A-levels | 3 |
| Tech Level | 4 | or | |
| Social Good | 10 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | OPTIONAL |
| | | Degree* | OPTIONAL |

Salary Band **£25,000 - £45,000**

Key Facts: Experience in similar community based roles is preferred to enter into the Community Investment Manager role, with particular experience of delivering social value and economic development.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

RESIDENT LIAISON MANAGER

Resident Liason Managers

offer a single point of contact for local residents and communities.

They are responsible for communicating between residents and the construction team and ensuring that any problems, queries or questions are answered or passed on and dealt with.



| | | | |
|---------------|----|--|----------|
| Cool Factor | 6 | GCSEs (min)* | 5 |
| Brain Power | 6 | A-levels or Level 2 Apprenticeship | 3 YES |
| Tech Level | 4 | HND/HNC | OPTIONAL |
| Social Good | 10 | Degree | - |
| Job Prospects | 7 | | |

Salary Band **£20,000 - £35,000**

Key Facts: Previous customer service experience or experience in the housing/ construction industry is essential for this role.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ACOUSTIC CONSULTANT

Acoustic Consultants help to design, assess, manage and control sound and vibrations in the built environment. They carry out tests and reports on noise levels and provide noise mitigation advice. Consultants must ensure that they work to a high safety standard and comply with all site regulations.



| | | | |
|----------------------|-----------|-------------------------------|-----------------|
| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 4 | A-levels | OPTIONAL |
| Tech Level | 10 | or | |
| Social Good | 8 | Level 2 Apprenticeship | OPT |
| Job Prospects | 7 | HND/HNC | OPTIONAL |
| | | Degree | OPTIONAL |

Salary Band **£22,00 - £50,000**

Key Facts: It is possible to enter this role with a work-based apprenticeship where you will learn on the job and be supported to gain the necessary qualifications or you can enter this role with higher level qualifications such as an HND or degree in relevant subjects.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

SUSTAINABILITY MANAGER

Sustainability Managers

ensure a company upholds any commitments made to protect the environment and encourage innovative ideas on how to be more 'green'. The Sustainability Manager will be in charge of implementing these ideas and ensuring that the whole company implements strategies to make improvements.



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|----------------------|-----------|-------------------------------|-----------------|
| Cool Factor | 8 | GCSEs (min) | 5 |
| Brain Power | 6 | A-levels | 2-3 |
| Tech Level | 3 | or | YES |
| Social Good | 10 | Level 2 Apprenticeship | |
| Job Prospects | 8 | HND/HNC | OPTIONAL |
| | | Degree | OPTIONAL |

Salary Band **£25,000 - £35,000**

Key Facts: Although a degree is preferred for this job role, it is also possible to begin in this role through an apprenticeship where you will learn on the job and be supported through the relevant qualifications.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

DEMOLITION OPERATIVE

Demolition Operatives

dismantle old or unsafe buildings using either explosives or machines such as bulldozers.

They will also have to remove internal fittings or any hazardous materials such as asbestos or flammable materials.

Operatives must ensure that they work to a high safety standard and comply with all site regulations.



| | | | |
|---------------|-----------|------------------------------|------------|
| Cool Factor | 10 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 3 | or Level 2 Apprenticeship | YES |
| Social Good | 6 | HND/HNC | - |
| Job Prospects | 7 | Degree | - |

Salary Band **£39,000 - £44,200**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

GROUNDWORKER

Groundworkers prepare the land ready for building. The main duties of a groundworker are drainage (removing sewage or water by flow or pumping), concreting and laying kerbs and flag stones. Groundworkers must ensure that they work to a high safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 6 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 3 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£32,000 - £65,000**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

BRICKLAYER

Bricklayers are highly skilled tradespeople who work with bricks or blocks to construct walls or structures. They must have good attention to detail, be fast and accurate and have the ability to follow agreed designs. Bricklayers must ensure that they work to a high quality and safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 6 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£44,200 - £49,400**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

CRANE OPERATOR

Crane Operators require a good level of concentration and a head for heights. Conducting machine safety checks each day, they must set the crane up, operate it to move material around site according to an agreed schedule and conduct.

Crane Operators must ensure that they work to a high safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 7 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 6 | HND/HNC | - |
| | | Degree | - |

Salary Band **£39,000 - £44,200**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

CARPENTER

Carpenters are highly skilled tradespeople who work mostly with wood to assemble sturdy and well-constructed floorboards, skirting boards, window frames, doors, door linings, staircases, fitted furniture, cabinetry, shelving, and more.

Carpenters must ensure that they work to a high quality and safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 7 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£48,100 - £52,000**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ELECTRICIAN

Electricians install the electrical circuits in buildings including consumer units for plugs, lighting and heating. They must ensure that all wiring follows regulations and is installed correctly to safeguard against faults that could cause electric shock or fire.

Electricians must ensure that they work to a high quality and safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 7 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 7 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£46,800 - £54,600**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

ROOFER

Roofers are highly skilled tradespeople who repair, replace or install roofs on residential or commercial buildings. Roofers must make sure that the roof is structurally sound and watertight, that all materials are secure and can withstand adverse weather conditions.

Roofers must ensure that they work to a high quality and safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 6 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 7 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£31,200 - £36,400**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

PLUMBER

Plumbers are highly skilled tradespeople who install pipework and drainage systems. They must ensure that all plumbing follows an agreed design and pipework is installed correctly safeguarding against leaks that could cause water damage to the building.

Plumbers must ensure that they work to a high quality and safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 7 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£46,800 - £52,000**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

SCAFFOLDER

Scaffolders are responsible for assembling scaffolding in or around a building when undergoing construction or repairs. They must ensure that all parts of the scaffold are secured so that there is no risk to other operatives or pedestrians.

Scaffolders must ensure that they work to a high safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 6 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£33,800 - £36,400**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

EXCAVATOR (DIGGER) OPERATIVE

Excavator (Digger)

Operatives are responsible for driving the machinery that is used to dig foundations, make holes in the ground or move soil for landscaping.

Excavator operatives must ensure that they work to a high safety standard and comply with all site regulations.



| | | | |
|---------------|----------|--|------------|
| Cool Factor | 7 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels or Level 2 Apprenticeship | YES |
| Tech Level | 3 | | YES |
| Social Good | 6 | HND/HNC | - |
| Job Prospects | 6 | Degree | - |

Salary Band **£25,000 - £30,000**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

TILER

Tilers lay tiles on walls or floors in homes or commercial buildings. Their job requires craftsmanship to prepare surfaces and arrange tiles according to agreed designs. There's also specialist tiling for swimming pools or restoration projects. Tilers must ensure that they work to a high standard of quality and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 6 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 6 | HND/HNC | - |
| | | Degree | - |

Salary Band **£23,920 - £30,160**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

LABOURER

Labourers are responsible for doing manual work. Their job requires high fitness levels and practical skill. Tasks carried out could include; clearing sites, digging trenches, laying foundations or fitting windows. Labourers must ensure that they work to a high safety standard and comply with all site regulations.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 6 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 6 | HND/HNC | - |
| | | Degree | - |

Salary Band **£23,920 - £30,160**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

LANDSCAPER

Landscapers work with landscape architects to create the approved landscape design. They may also have responsibility for the ongoing maintenance and healthy growth of the plants, hedges and grass that have been planted on an estate. Landscapers must comply with all site regulations and safety standards.



| | | | |
|----------------------|----------|-------------------------------|------------|
| Cool Factor | 6 | GCSEs (min) | 2* |
| Brain Power | 4 | A-levels | YES |
| Tech Level | 2 | or | |
| Social Good | 6 | Level 2 Apprenticeship | YES |
| Job Prospects | 7 | HND/HNC | - |
| | | Degree | - |

Salary Band **£19,000 - £27,000**

Key Facts: For this role a level 3 qualification or a relevant apprenticeship is required. A valid Construction Skills Certification Scheme (CSCS) card is also required as proof that you have all the required training and qualifications to work on a construction site. *Maths and english GCSEs at grade C or above.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

COMMUNICATIONS SPECIALIST

Communication Specialists

promote an organisation's brand, activities or products. They act as a liaison between the organisation, the public, and the media to ensure that the brand has integrity. They are responsible for client relations, PR and marketing, strategies and budgeting.



| | | | |
|---------------|-------------------|------------------------------|----------|
| Cool Factor | 6 | GCSEs (min) | 5* |
| Brain Power | 8 | A-levels | YES |
| Tech Level | 10 | or Level 2 Apprenticeship | - |
| Social Good | 6 | HND/HNC | OPTIONAL |
| Job Prospects | 6 | Degree | OPTIONAL |
| Salary Band | £25,000 - £55,000 | | |

Key Facts: A degree in a relevant subject such as marketing, media studies or communications would be an advantage. Many employers look for strong personal qualities, like confidence and excellent communication skills. A Chartered Institute of Marketing (CIM) or Chartered Institute for Public Relations (CIPR) certification could greatly improve your chances as competition is strong.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.

GRAPHIC DESIGNER

Graphic Designers support with any visual issues. They can work with the bid or proposal manager to produce style appropriate layouts and bespoke graphics to clarify the messaging with diagrams or choice of imagery. They can also support communications, IT specialists, community investment, development and health and safety managers.



| | | | |
|----------------------|----------|-------------------------------|-----------------|
| Cool Factor | 7 | GCSEs (min) | 5* |
| Brain Power | 7 | A-levels | - |
| Tech Level | 8 | or | - |
| Social Good | 6 | Level 2 Apprenticeship | - |
| Job Prospects | 7 | HND/HNC | OPTIONAL |
| | | Degree | OPTIONAL |

Salary Band **£25,000 - £55,000**

Key Facts: A degree in a graphic design or relevant subject such as media studies or communications would be an advantage but not essential. To be self motivated or work as part of a team, visually astute, creative and customer focussed is a must have with good IT and communication skills, an ability to problem solve and work to deadlines.

The more GCSEs you can obtain, the more successful your college, apprenticeship and job applications will be; increasing your future career options.