



CAREERS

At CMS Group, we design, manufacture, install and maintain aluminium facades and PVCu windows, doors and curtain walling systems, providing our premium quality, energy efficient products to an impressive and diverse range of clients across the UK including main contractors, local authorities, housing associations, house builders and trade installers.

CMS GROUP CONTAINS 3 DISTINCT DIVISIONS

- **CMS Façades**
- **CMS Window Systems**
- **CMS Trade**

We employ around 250 people and are committed to the delivery of quality products and services through the development of our people.

CMS FAÇADES

Our CMS Façades design team works in partnership with some of the country's leading construction companies on high-profile commercial projects. We ensure our portfolio of industry leading products utilise components supplied from some of the world's most innovative companies such as Saint-Gobain, Kawneer, Metal Technology, Geze and Yale.

With our state-of-the-art manufacturing and recycling facilities in Cumbernauld and East Kilbride, we are set-up to produce high quality, precision engineered facades for prestigious projects across the UK.

CMS WINDOW SYSTEMS

Our CMS Window Systems team provides energy efficient windows and doors for the refurbishment of social housing and for new-build private and social housing. We design, manufacture, install and maintain our products providing a complete one-stop shop service for our Registered Social Landlord (RSL) and house builder clients.

CMS TRADE

At CMS Trade we manufacture made-to-order PVCu windows and doors, as well as providing composite doors. Our impressive 25,000 sq ft factory in East Kilbride is fully equipped to produce a comprehensive range of high quality PVCu windows and doors tailored exclusively to the needs of the trade installer market.

CAREERS

There has never been a better time to start working for us at CMS Group, one of the leading building envelope manufacturing companies in Scotland.

We have many opportunities in departments such as design, manufacturing, stores, logistics, on-site installation, and aftercare. There are exciting roles for trained professionals as well as for individuals just starting out. Careers at CMS Group come with fantastic employee benefits and opportunities for ongoing training and development, so you can be sure you will be rewarded for all your hard work.

EMPLOYEE BENEFITS

At CMS Group we think it is vital for each of our employees to feel appreciated for all their hard work. That is why our employees can look forward to a range of excellent benefits and perks. As well as a competitive salary or Real Living Wage along with a company pension through Royal London you will enjoy the following benefits as standard:

- **Holidays Ranging from 28 up to 33 holiday days (dependant of role)**
- **Life Assurance scheme in place for all employees**
- **Uniform provided (dependant of role)**
- **On-site catering**
- **On site parking**
- **Free annual flu jab**
- **Annual Health checks (Factory roles)**

We are committed to developing our people through a combination of in-house training and external courses.

TESTIMONIALS

'CMS has provided me with fantastic opportunities to learn new sets of skills as well as improve the skills I already have. I enjoy working at the Castle Cary site as it provides such a supportive & friendly working environment.' **AMY LEDGER, ENVIRONMENTAL ADVISOR**

VACANCIES

Apply online now to begin your career with CMS Group, or browse our wide range of current vacancies for a role that interests you. We keep this site up-to-date with new job openings, so check back regularly to find your perfect job and don't forget to attach your CV in a Microsoft Word format.

WORK EXPERIENCE

SCHOOL WORK EXPERIENCE

- **'It's friendly, cheerful and everyone is part of a team'**
- **'It may lead to something bigger'**
- **'Learn skills and on the job experience'**
- **'Gain valuable work experience'**
- **'Great opportunity'**
- **'Be a part of one of the most successful window manufacturing companies in Scotland'**
- **'the company allows you to develop individually and professionally'**
- **'Genuine work experience within a proper work environment'**
- **'Opportunities available to learn diverse business skills'**
- **'Excellent experience for your CV'**

We have school work placements available across many of the departments within our organisation; manufacturing, maintenance, commercial & finance, customer care, recycling and IT. Contact HR (hr@thecmsgroup) to discuss gaining work experience with us to enhance your future career prospects.

AWARDS AND ACHIEVEMENTS

We have a commitment to youth employment, as well as to manufacturing the highest quality, energy efficient, low carbon products. We train young people through our CMS Apprentice Academy, pay the real living wage and hold Investors in People GOLD and Investors in Young People SILVER awards.

At CMS Group, our products and services are helping to reduce the carbon footprint of homes and buildings and we operate in a resource-efficient way with all waste passing through our dedicated recycling facilities, allowing us to divert 100% of our waste from landfill each year. We are proud to have won many accolades for our business including the prestigious Queen's Award for Enterprise and Gold International Green Apple Award for Environmental Best Practice.

2020

WINNER Director of the Year Awards 2020 - Zero Waste Scotland Social Value & Sustainability Impact Director of the Year (Martin McCrimmon)

2019

WINNER G19 awards - Unsung Hero (John Deacon)

WINNER G19 Awards - Sustainability Initiative of the Year

WINNER Best of VIBES

WINNER BVCA - Scotland mid-market management team of the year

WINNER Hub South West Best Employment Programme for Young People

WINNER BUILD Magazine - Best Building Envelope Solutions Provider - UK

HIGHLY COMMENDED CN Specialists Awards 2019 -

Specialist Contractor of the Year (turnover over £25m)

2018

WINNER Green World Award 'Building & Construction' category

WINNER Power Business of the Year - The Glasgow Awards

WINNER Scottish Green Apple Awards - Gold Award

Green World Ambassador 2018

2017

WINNER Queen's Awards for Enterprise: Sustainable Development 2017

WINNER International Green Apple Award - Gold Award

TRAINING & DEVELOPMENT

At CMS Group we strive to provide opportunities for each member of staff to learn throughout their career with us and to maximise their potential. Therefore, we recognise that to continue to create the best products and give the best service to our customers, we must provide first class training and development.

By choosing to work at CMS Group you will have access to a full training programme that is tailored to your needs by regular assessments. When you join our team you will receive an induction into the company as a whole, and to your specific department in particular. This lets you get to know your new job thoroughly before you even begin.

As well as mandatory Health and Safety and other essential courses, we will develop a bespoke training programme that allows you to follow your interests, and develop your skills as you progress your career with us.

You can also study for recognised qualifications, like SVQs, to boost your long-term career prospects so there is no limit to what you could learn with a job at CMS Group.

APPRENTICESHIP PROGRAMME

The aim of the CMS Apprenticeship Programme is to develop 'Home Grown' talent by providing young people with training and experience across a range of different areas within CMS, enabling them to develop their technical and personal skills for a long and successful career with the Company.

The programme focuses on PVC Fabrication and Installation. Apprentices are selected through an assessment centre, ensuring they possess the right attitude and cultural fit, in line with our core values. Initially the apprentices rotate around the practical departments within the business and experience factory and site environments.

A limited number of permanent positions are available after the apprenticeship has been completed.

THE SELECTION PROCESS

ONLINE APPLICATION

Please ensure that you submit a covering letter as well as submitting an up-to-date CV. It is important that you demonstrate how you meet the essential and desirable criteria outlined within the Job role.

SHORTLISTING

We will evaluate your suitability for the role by assessing your qualifications, skills and experience.

INTERVIEW

Due to the COVID-19 safety procedures, you may be asked to attend a virtual interview via a video or conference call. If you are asked to attend an interview on-site you will be required to undergo a temperature check and follow the health & safety instructions.

To ensure you are in the best position to perform to your highest standards during our selection process, make sure you review the competencies outlined in the Job advert and have prepared examples of times you have successfully demonstrated these behaviours in the past.

HOW LONG WILL MY PROBATIONARY PERIOD LAST?

6 months

OFFER

Should you be successful, your offer will be subject to the successful completion of a 6 month probationary period and the provision of two satisfactory references.

WILL I RECEIVE AN INDUCTION AND TRAINING FOR MY JOB?

YES - When you join the CMS team you will receive an induction into the company as a whole, and to your specific department in particular. This lets you get to know your new job thoroughly before you even begin.