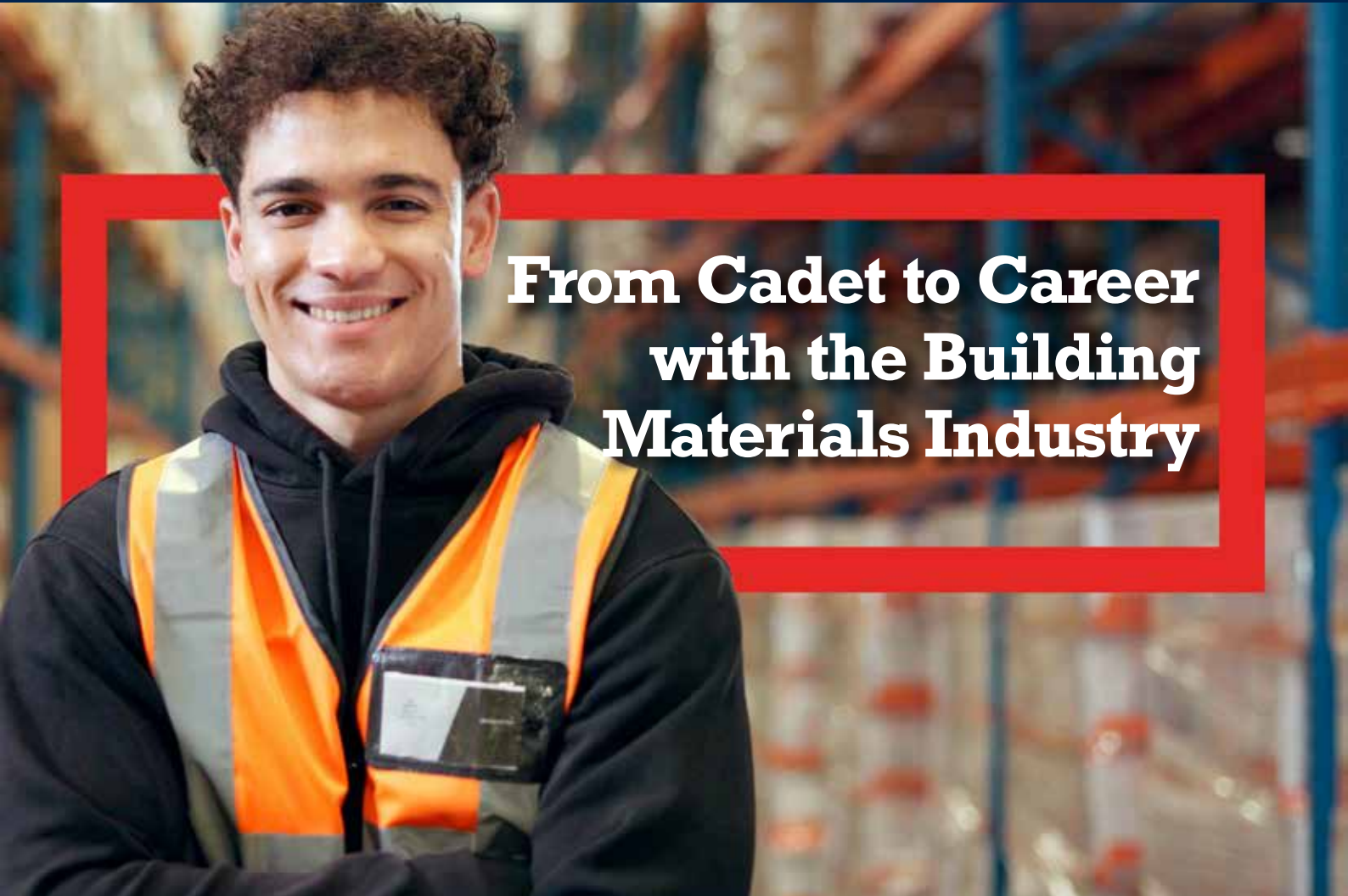




Make a material difference



**From Cadet to Career
with the Building
Materials Industry**

**YOUR SKILLS.
YOUR FUTURE.
YOUR CAREER.**

Help shape the world we live in

**As a cadet, you already have skills
that employers value highly.**

Leadership

Teamwork

Discipline

Communication

Confidence

**THE BUILDING MATERIALS INDUSTRY IS
LOOKING FOR YOUNG PEOPLE
JUST LIKE YOU.**

From logistics and operations to management, sales and technical careers, the sector offers exciting opportunities with real progression, professional training and long-term stability.

Whether you are considering apprenticeships, work experience or your first full-time role, discover a rewarding career path in Building Materials.

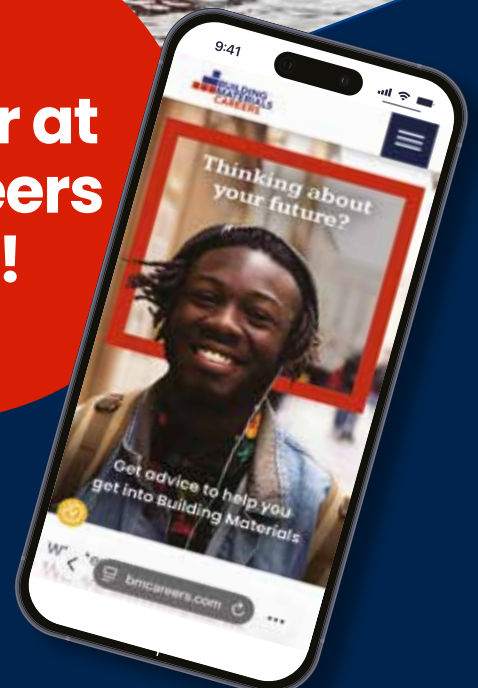
Have you: -

- ☐ **Led a team?**
- ☐ **Planned an activity?**
- ☐ **Solved a problem under pressure?**
- ☐ **Worked towards a qualification?**

If yes, you're already developing workplace skills.

**Register at
BMCareers
NOW!**

**Scan the QR
code for more
information**



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Why this guide matters

You're already developing the skills employers want

Cadet training develops qualities that employers actively look for.

- Leadership skills
- Reliability and commitment
- Confidence under pressure
- Teamworking ability
- Practical problem-solving
- Organisation and planning
- Respect and professionalism
- Resilience and adaptability

Why cadets stand out

These transferable skills make cadets excellent candidates for careers across the building materials supply chain.

Cadet skills = career success

Leading a team

Supervising staff

Planning activities

Managing operations

Public speaking

Customer service

Navigation exercises

Logistics planning

Community projects

Project management

What is the building materials sector?

This is the sector that keeps Britain building.

It supplies the materials, products and expertise needed for literally everything built in the country: -

- Homes
- Schools
- Hospitals
- Infrastructure
- Defence estates
- Commercial buildings
- Community projects

The sector includes: -

- Builders' merchants
- Timber merchants
- Plumbing and heating suppliers
- Roofing specialists
- Landscaping suppliers
- Distribution and logistics companies
- Manufacturers

**DID YOU
KNOW**

The UK construction and building materials industry supports millions of jobs and is one of the country's most important economic sectors



A modern industry with real opportunities

This is not just about construction. Today's building materials sector is: -

■ Technology-driven

■ Customer-centric

■ Fast-moving

■ Sustainability-focused

■ Essential to the UK economy

It offers
careers in: -

Operations

Management

Sales and
marketing

Warehousing

Transport and
logistics

Procurement

Digital
systems

HR

Bookkeeping
and
accountancy

Sustainability

Technical
support

A variety of career pathways available

1 Customer service

Perfect for cadets who enjoy teamwork, leadership and practical problem-solving.

Trade counter assistant

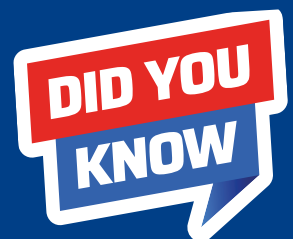
Branch supervisor

Yard operative

Branch manager

Customer service adviser

Branch operations



Even a single brick doesn't just get made. It has to be designed, manufactured, tested, marketed, transported, sold and delivered. That's why the building materials sector offers **hundreds of different career paths**

2 Logistics and supply chain

These careers keep products moving across the UK and are ideal for cadets with organisational skills and operational discipline.

Warehouse operations

Fleet operations

Transport coordination

Supply chain planning

Stock management



3 Sales and customer relationships

Great for confident communicators and future leaders who will enjoy the wide variety of roles where building trusted relationships with customers and contractors is key.

Opportunities include: -

Internal Sales

Business Development

External Sales

Marketing

Account Management

Public Relations



**DID YOU
KNOW**

**A builders' merchant
is like a giant supply
chain hub.**

Thousands of products must be sourced, stocked and delivered to the right place at the right time. Behind every successful construction project is a team of logistics, warehouse and transport professionals keeping materials moving.



4 Technical and specialist careers

Cadets will have the opportunity to become an expert in specialist products and systems by following a technical career. This can also lead to professional qualifications and leadership positions.

Timber	Plumbing and heating
Civils	Construction products
Renewable technologies	Sustainability

5 Apprenticeships that build careers

This is a sector that welcomes apprenticeships across every job role.

Earn while you learn in any of the following:-

Trade supply	Business development
Business administration	Marketing
Customer service	

Apprenticeships are an ideal way to start your career and provide: -

- Paid employment
- Recognised qualifications
- Career progression
- Practical experience
- Long-term opportunities



Many senior leaders in the industry started as apprentices -



M Wilkins

Mark Wilkins, started as an apprentice and is now Technology & Solutions Portfolio Director at Vaillant Group.

"You don't need to go to university to have a rewarding and fulfilling career. There are plenty of opportunities and possibilities to earn well in vocational roles. With an apprenticeship you are earning while learning. The key thing is to seize the opportunity."

DID YOU KNOW

Building materials businesses are helping to create a more sustainable future.

The sector is investing in low-carbon products, recycling initiatives, responsible sourcing and greener transport solutions to help reduce the environmental impact of construction.

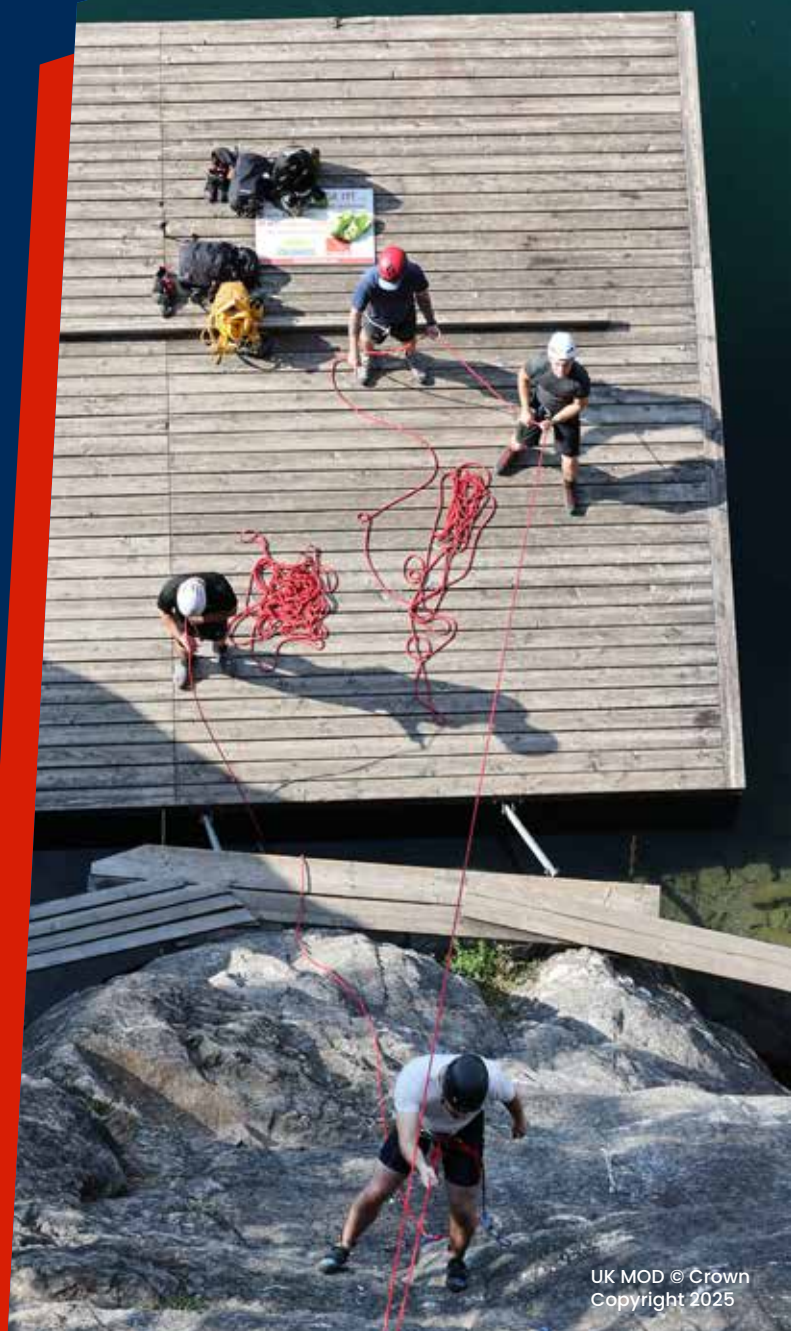
From cadet to leader

The skills you develop as a cadet can help accelerate your career progression.

Your pathway could look like this:



The industry rewards commitment, initiative and ambition and many of our top industry leaders came straight from school.



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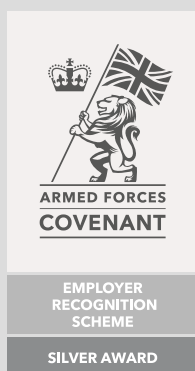
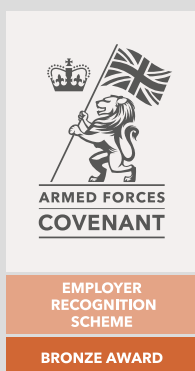
SUPPORTING THE ARMED FORCES COMMUNITY

The Armed Forces Covenant is a national pledge that ensures members of the Armed Forces community are treated fairly in accessing employment, education, housing and other services as a result of their service.

Organisations that sign the Covenant publicly commit to supporting the Armed Forces community and the considerable value they bring to the workplace.

The Employer Recognition Scheme, administered by the Ministry of Defence, recognises employers that actively support Defence personnel and the wider Armed Forces community.

Through its Bronze, Silver and Gold awards, the scheme highlights organisations that demonstrate a genuine commitment to attracting, recruiting, developing and retaining Armed Forces talent.



The Builders Merchants Federation proudly supports the Armed Forces community

The BMF is committed to: -

- ✓ Supporting cadets
- ✓ Supporting reservists
- ✓ Recognising transferable military skills
- ✓ Promoting inclusive recruitment
- ✓ Encouraging long-term career development

This work supports the Ministry of Defence Employer Recognition Scheme.



What employers value most

Do you have –

- ❑ A positive attitude?
- ❑ Leadership potential?
- ❑ Good communication skills?
- ❑ Willingness to learn?
- ❑ Good teamwork skills?

Are you –

• **Motivated?**

• **Reliable?**

Your cadet experience helps you stand out.



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What do I do now?

If you've answered yes to any of the above questions, then we want to hear from you. To begin with, draft a CV, making sure to include your cadet achievements.

Employers want to hear about –

- | | |
|----------------------------|----------------------|
| ✓ Leadership appointments | ✓ Adventure training |
| ✓ Duke of Edinburgh Awards | ✓ STEM activities |
| ✓ First Aid qualifications | ✓ Public speaking |
| ✓ Community volunteering | ✓ Event organisation |

These experiences demonstrate real-world employability skills.

Next, visit the BMCareers hub on <https://bmcareers.com/>

The site provides valuable insight into hundreds of career paths, including apprenticeships, training programmes, employer profiles, open days and industry advice, helping users understand how to turn their practical skills, leadership and teamwork into long-term professional careers.

For cadets, in particular, the platform is invaluable because it connects the discipline, communication and problem-solving skills developed through cadet training with real-world industries actively seeking motivated young people.

Here you can explore the available career pathways, research employers, discover apprenticeship opportunities, upload your CV, and request further information or training resources to begin building a clear route into a rewarding future career.

There are hundreds of current building materials sector job vacancies available and you can apply direct from the bmcareers.com website.



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The building materials industry needs future talent

The UK building materials sector is investing in the next generation.

Cadets have the attitude and skills to succeed.

**DID YOU
KNOW**

The average person comes into contact with products from the building materials industry every day.

The homes we live in, the schools we attend, the shops we visit and the roads we travel on all depend on materials supplied through this sector.

Start your journey today



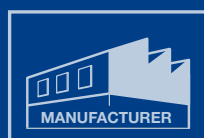
BM Careers



**Builders
Merchants
Federation**



**Defence
Employer
Recognition
Scheme**



**Build your
future with
the building
materials
industry**

**Leadership
starts here.**

**Skills for life.
Careers for the
future.**



BM Careers
is run by the
Builders
Merchants
Federation

So, what are you waiting for, take the next step...

Explore bmcareers.com

**The place to explore roles and opportunities
in Building Materials.**

- Explore the world of Building Materials
- Discover what roles might suit you best
- Find work experience, apprenticeships, open days
- Research employers and find the ones closest to you
- Send us your profile details so you can get noticed
- Join our social media communities

If you're looking for a job that can
take many paths and will help make
a difference to the world around you –
we're looking for people like you.



Make a material difference



From military logistics to industry leadership

After a 25-year career in the British Army's Royal Logistics Corps, Alan Harvey successfully transitioned into the building materials sector, where he is now Group Transport Director at Harlow Timber Group and Sector Chair of the BMF Transport and Distribution Forum.

During his military service, Alan held senior leadership roles including Regimental Sergeant Major, Head of Fleet for the British Army in London and Transport Manager for the London Olympic Games, overseeing complex logistics operations, fleet management and road safety programmes.

The leadership, planning, communication and problem-solving skills he developed in the Armed Forces have been instrumental in building a successful civilian career.

Today, Alan uses that experience to help shape best practice across the building materials supply chain, demonstrating how military and cadet training can provide a strong foundation for rewarding careers in logistics, transport, operations and leadership throughout the industry.



"As a veteran, I know first-hand how valuable the skills developed through cadet and Armed Forces training can be. Leadership, teamwork, communication, discipline and problem-solving aren't just military skills – they're skills that employers across the building materials sector actively look for every day."

"When I moved into civilian employment, I quickly realised that the confidence, resilience and ability to work under pressure that I had developed through my training transferred naturally into the workplace."

"The building materials industry offers far more than people often realise. It's a sector full of diverse career paths, professional development opportunities and long-term prospects. If you've gained experience through the cadets or Armed Forces, you already have many of the qualities needed to succeed."

"Your skills are valuable, your experience matters, and this industry could be the perfect place to build your future."





**BUILDING
MATERIALS
CAREERS**

Make a material difference

**We're looking
for people
like you!**



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