

Job Description

Primary Information

Job Title	Year In Industry - Finance Internship
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	Finance
Direct reports	N/A

Position Overview

Purpose and scope of the role.

As a Year In Industry student and part of Tarmac's UK and Ireland Finance team, you'll participate in a twelve month experience that will see you complete a number of rotations across departments providing you with the essential exposure and experience to give you a comprehensive understanding of our function functions.

You'll get the chance to make a real impact on the business and the purpose of our programme is to identify future Graduate talent.

Key Tasks and Responsibilities

In this role, you will:

- Develop knowledge and a strong understanding of the core purpose of the Finance function by supporting key financial activities.
- Assist in producing financial reports, budgets, and forecasts that help drive key business decisions.
- Work collaboratively with cross-functional teams, providing financial insights to support our manufacturing and production processes across the business.
- Work on exciting projects to support continuous improvement across financial processes, performance analysis and financial risks.
- You'll have the opportunity to gain valuable experiences in 'Hubs' across our UK sites. With any short term secondments, we will provide support with regards to costs that may be incurred.
- Establish and lead excellent working relationships with both finance and the wider business communities.
- Use various systems and software to perform a wide variety of analysis.

Key Characteristics

For this role you should be/have:

- Whilst your base will be Solihull, you'll be open to experiencing different locations across the UK as part of your 12 months with us, and as part of our hybrid working model, the opportunity to work from home.
- Excellent numerical and analytical skills.
- Strong communication and interpersonal skills.
- Organised with the ability to prioritise and multi-task.
- A genuine passion to grow a successful career in finance and pursue a professional qualification.

Key Functional Competencies

We want our early careers programme joiners to be individuals who'll demonstrate -

- A drive to succeed - We **empower** our early careers joiners to bring the real 'you' to the workplace.
- Willingness to learn - We want you to **grow your own way**, within your day-to-day role, learning about the wider business and our industry.
- The ability to be agile - Demonstrating adaptability and having a **positive impact** within your teams.
- Excellent relationship building skills - **Better together!** You'll be someone who values the benefits of working within a team environment, and being part of a culture where you'll be encouraged to contribute

Tarmac / CRH Behaviours & Experiences

Behaviours

Shape our future

Customer Focus - Building strong customer relationships and delivering customer-centric solutions.
Self-development - Actively seeking new ways to grow and challenge using both formal and informal development channels.

Drive our impact

Action Oriented - Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.
Drives Value - Consistently achieving results, even under tough circumstances.
Situational Adaptability - Adapting approach and demeanour in real time to match the shifting demands of different situations.

Inspire our people

Collaborates - Building partnerships and working collaboratively with others to meet shared objectives.
Communicates Effectively - Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.
Fosters Inclusivity - Recognises the value that different perspectives bring to an organisation.
Instils Trust - Gaining the confidence and trust of others through honesty, integrity, and authenticity.

Experiences

Delivering at Scale

Business partnering (Functions)
Built respectful enduring relationships with internal and external stakeholders.
Achieves outcomes that meet both their own needs and that of their stakeholders.
Continuous improvement and operational excellence
Suggested improvements to existing procedures.
Driven greater efficiencies and streamlined processes within assigned area.
Promoting a safety climate
Improved the safety of products and production / operational processes.
Dealt with an important safety related issue.

Broadening Perspective

Business exposure
Has had exposure to a broader network of people at different levels across the organisation and outside of the organisation (professional or industry groups).
Understands how different areas of the value chain impacts each other's performance.

Key Challenges

Communicating with senior stakeholders
Experience interacting with and tailoring their communication to engage senior audiences.
Domain expertise
Holds relevant qualifications, knowledge and experience in their area of responsibility. Could include academic qualifications e.g. accountancy, IT programming languages.
English language proficiency
Has the English language skills required to do their job effectively.

Experience / Education

You are/have:

- In your 2nd year of your undergraduate studies, requiring a year in industry, you'll be studying a Finance, Accounting, Economics, Business, or a related discipline.

Other (Key) Dimensions

While learning in your day-to-day role, you'll be part of our Early Careers community whilst you're with us. This will allow you to build knowledge and develop relationships with Early Careers joiners who work in a range of business areas

Our aim is that your experiences during your 12 months with Tarmac, will result in you wishing to return, onto our Graduate Programme, post graduation in 2027.