

Job Description

Primary Information

Job Title	Geology Graduate
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	Land & Natural Resources
Direct reports	N/A

Key Contacts

Hiring Manager	Insert name and title
Dotted line/Matrix Manager	Insert name and title
HR Business Partner / Manager	Alison Buchanan

Position Overview

Describe the purpose and scope of the role.

As a Graduate and part of Tarmac's UK and Ireland Land & Natural Resources team, you'll participate in a two-year scheme that will see you work closely with our Head of Technical Services, Quarry Design & Geotechnical Managers to help us meet Regional and National objectives in relation to mineral management.

During your programme you'll help to ensure our mineral assets are identified, developed and managed responsibly for the benefit of our business, local communities and biodiversity. As you grow and develop with full support and training provided, you'll play a key role in the long-term sustainability of our business and meeting the needs of the UK's future infrastructure growth.

Key Tasks and Responsibilities

Describe the tasks of the candidate within the role.

In this role, with support and guidance you will:

- Support the preparation of quarry designs and earthmoving schemes including the review of specialist consultant reports.
- Assist with planning and undertaking safe and effective exploratory fieldwork whilst gaining skills in safety and contractor management.
- Manage stakeholder relationships, engaging effectively with operational teams at quarry sites and external stakeholders.
- Work collaboratively on the delivery of key projects and initiatives to realise business enhancements.
- Gain a clear understanding of the application of geological principles to business, including compliance with geological and geotechnical policies and standards.
- Engage with planning consents, permits and applications for mineral working.
- Prepare written geological reports and plans and produce effective presentations.
- Research and seek opportunities for best practice and enhance the sustainable financial return from Tarmac mineral assets.
- Interact and support the development of Tarmac's GIS and data management systems.

Key Characteristics

For this role you should be/have:

- Willing to travel to different sites locations across the UK as part of your training programme, holding a full UK driving licence is therefore required.
- Strong communication and interpersonal skills.
- Organised with the ability to prioritise and multi-task.
- Excellent problem-solving skills with an analytical mindset.
- A genuine passion to grow a successful career in this field 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:

- Educated to Geological Degree Level or Postgraduate (e.g. Geotechnical / Mining Engineering / Hydrogeology).
- Completed work experience within a related field (desirable).

Other (Key) Dimensions

While learning in your day-to-day role, you will complete our Core Skills Graduate Development Programme.

This programme is delivered through 8 modules over 2 years, designed to expand business knowledge, strengthen soft skills and offer networking opportunities to enable a successful transition to your destination role.