Job Description

Primary Information

Job Title	Trainee Data Analyst
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	UK
Function	Transformation Office
Direct reports	0

Key Contacts

Hiring Manager	Data & Insight Manager
Dotted line/Matrix Manager	-
HR Business Partner	-

Position Overview

Describe the purpose and scope of the role.

The Apprenticeship at Tarmac CRH offers a unique opportunity to transform raw data into actionable insights while contributing to innovative projects that shape the company's future. As an apprentice, you'll gain hands-on experience in data analysis, machine learning, and AI-driven techniques to build data pipelines and predictive models.

You'll work with cutting-edge tools and technologies, including Python, SQL, and Azur, while mastering data visualization using platforms like Power BI, Tableau and Excel. The program combines practical projects with structured learning, equipping you with skills in Python, R, AI, and machine learning through industry-recognized courses.

In addition to gaining a BSc in Data Science through Multiverse - partnered training provider, you'll apply your knowledge in real-world settings. Upon completing the Level 6 apprenticeship, you may be fast-tracked for a permanent role within the Transformation Office, advancing your career as a Data Scientist.

Key Tasks and Responsibilities

Describe the tasks of the candidate within the role.

In this role, you will work in the following areas:

Data Analysis and Insights:

- Conduct detailed analysis across diverse data sources to generate actionable insights.
- Identify and clarify problems, reformulating them into Data Science problems.
- Use data models, machine learning, and statistical techniques to inform and improve organizational decision-making.

Collaboration and Project Delivery:

- Work with data analysts, developers, and cross-functional teams to develop scalable, reliable, and flexible data platforms and applications.
- Support project delivery through planning, organizing, and managing resources effectively, ensuring timely delivery of results.

Data Engineering:

- Create, manage, and transform datasets for analysis while ensuring data quality, security, and compliance.
- Develop data pipelines using tools and technologies like SQL, Python, and cloud platforms (e.g., AWS).
- Perform ad-hoc data capture and cleansing activities to ensure data integrity.

Problem Solving and Testing:

- Execute test cycles on client data to validate results and ensure reliability.
- Respond to and resolve data-related issues promptly to minimize service disruption.

Communication and Storytelling:

- Present findings and communicate insights effectively through creative storytelling, visualizations, dashboards, and reports tailored to technical and non-technical audiences.

Innovation and Learning:

- Explore and apply emerging AI, machine learning, and predictive analytics techniques to address complex problems.
- Continuously expand technical skills, including programming, statistical modeling, and data visualization tools.

Ethics and Compliance:

- Ensure data handling aligns with ethical guidelines and international regulations (e.g., GDPR).
- Identify and address biases in data while safeguarding sensitive information.

Collaboration and Relationship Building:

- Build and maintain strong relationships with stakeholders, subject matter experts, and colleagues at all levels.
- Engage with the wider data science community to share ideas and stay current with industry trends.

Support and Mentorship:

- Assist line managers, data engineers, and data scientists in delivering client engagements and internal projects.
- Develop industry and trade regulation knowledge to enhance existing services.

Adaptability and Problem-Solving:

- Demonstrate a proactive and flexible approach to dynamic organizational needs and tasks.
- Remain focused and pragmatic under changing circumstances while managing multiple deadlines.

Key Characteristics

Describe the character/personality/profile of a preferred candidate.

For this role you should be/have:

- Curious and Inquisitive: You have a passion for learning, exploring how things work, and challenging the status quo with insightful questions.

- Results-Oriented: You take pride in delivering high-quality work, contributing ideas, and meeting deadlines with dedication.

- Responsible and Professional: You represent the organization with integrity, safeguarding its reputation while striving for personal and team success.

- Mathematically Inclined: A strong affinity for mathematics and working with data drives your enthusiasm for analytical challenges.

- Passionate About Innovation: Excited by the potential of AI and machine learning to revolutionize processes and solve complex problems.

- Organized Problem-Solver: Exceptional at managing tasks, negotiating solutions, and meeting multiple deadlines effectively.

- Engaged and Creative: Deeply interested in the industry and bursting with innovative ideas that offer fresh perspectives.
- Self-Motivated and Flexible: A proactive approach to work, embracing adaptability and occasionally working outside standard hours.

Key Functional Competencies

Describe the functional competencies required for candidate to be successful in the role. Do not include experience, this is covered further down.

You possess the following:

- For example, proven project management skills, works well under pressure and adheres to deadlines
- Proficient in computer science and maths, ideally to A Level
- Programming experience, ideally Python, would be advantageous
- High degree of numeracy and problem solving skills

Job Description

CRH MyCareer Behaviours & Experiences

CRH Level 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.

CRH Level 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

Describe the experience and academic background required for the role

You are/have:

- For example, educated to a bachelor's degree level preferably in a business or technical related subject; Professional experience (3-5 years), ideally including demonstrable experience in the energy markets in an analytical or quantitative role.

- Obtained or be predicted to achieve at least 120 UCAS points from 3 A Levels at Grade C or above. One of your A Levels must be in Maths and at Grade B or above.

- Four A-C GCSEs including Maths and English, or numbered equivalent (9-4)

- AND Level 4 data apprenticeship

- OR level 5 data / software apprenticeship or similar

- OR an extended BTEC in Engineering with Engineering Maths, or an equivalent qualification

- OR 2 years' experience in a relevant role

Other (Key) Dimensions

Describe the organisational structure, team structure, key stakeholders, and other relevant dimensions that may be relevant to this role

Team Structure

The team consists of 3 External Account Managers, and 1 Technical Sales Manager.

Key stakeholders:

- Transformation Office

- IT Team

- Automation Team

- Procurement Team

- Finance Team