

Job Description

Primary Information

Job Title	Advanced Apprentice – Trainee Fitter
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	
Direct reports	N/A

Key Contacts

Hiring Manager	Plant/Operations Manager
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Position Overview

Purpose and scope of the role.

As an **Apprentice Fitter** you will be bringing life to our Production! Fitters in our business work on heavy machinery and play a critical role in keeping our sites and plant functioning. You will be a vital part of the team responsible for making sure all the systems in place are efficient, that daily maintenance is at a high standard, and also producing new ideas to make production more efficient.

Key Tasks and Responsibilities

In this role, you will:

- Work on heavy machinery and play a critical role in keeping our manufacturing plants safe, functioning and as efficient as they can be
- Ensure that daily maintenance is completed to a high standard
- Run mechanical and health and safety tests
- Manage breakdowns on site and identify and repair the faults found
- Suggest new ideas and systems to make production more efficient
- Maintaining a clean and safe working environment and ensuring safety comes before anything else
- Life on site will involve working both inside and outside. It won't always be glamorous and sometimes you might find yourself in a dusty or confined environment. However, your safety and health is our number one priority and full protective clothing and equipment is provided. Your colleagues are there to help and look out for each other, and safety is everyone's responsibility.

While learning in your day-to-day role, you will complete our Professional Maintenance Development Programme, giving you a good grounding to start an exciting career in our industry. Further details of the qualification can be found here:

<https://www.instituteforapprenticeships.org/apprenticeship-standards/maintenance-and-operations-engineering-technician-v1-1>

Key Characteristics

For this role you should be/have:

- Practical - Someone who has a desire to have a hands-on role which would include working environments both

outside on site and in our offices too

- Effective communication with Operational Teams and all stakeholders, both internal and external
- Developing capability – Apprentices will be self-driven to develop both technical through university studies and through on the job learning
- Collaborative & develops effective relationships with others
- Good attention to detail
- Has a 'safety' mindset

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

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.

Education

Educational Qualifications required for the role of **Apprentice Fitter**:
GCSEs A-C or numbered equivalent (9-4) in both English and Maths

Other

Advanced Apprentices – with support from your Line Manager, you will have an individual development plan (IDP). This is a simple and effective way of keeping track of your development, identifying your needs and agreeing and

implementing a solution.