

Job Description

Primary Information

Job Title	Commercial Graduate
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	Building Products & National Businesses
Direct reports	N/A

Key Contacts

Hiring Manager	Kealan Hunt – Commercial Director
Dotted line/Matrix Manager	Insert name and title
HR Business Partner / Manager	Annabel Hurt

Position Overview

Purpose and scope of the role.

As a Graduate and part of Tarmac's UK and Ireland Building Product and National Businesses team, you'll participate in a two-year scheme that will see you support with new and existing business whilst also working strategically to ensure sustained business growth.

As you grow and develop with full support and training, you'll get to understand trends and identify market opportunities to deliver optimum performance.

Key Tasks and Responsibilities

In this role, you will:

- Work collaboratively, developing an understanding of Commercial processes to drive commercial results and future strategic plans.
- Build and development knowledge of Tarmac products and market positioning and the associated technical standards
- Contribute towards our Commercial growth strategy through understanding of challenges and opportunities.
- Support data analysis and pricing models in an ever developing and forward-thinking market.
- Develop an understanding of commercial processes including marketing and sales.
- Nurturing and building strong relationships with our customers
- Support the identification of new customers to grow our commercial pipeline.
- Targeting new customers to growing our commercial pipeline.

Key Characteristics

For this role you should be/have:

- You'll be 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.
- Self-starting and strong collaboration skills, being able to work as part of a team and also independently.

- Strong numerical & analytical skills
- Excellent communication and interpersonal skills.
- Organised with the ability to prioritise and multi-task.
- A genuine passion to grow a successful career in this field.
- An interest in technical product performance
- An interest in the market and associated building regulations such as Part L and Future Homes standard

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:

- You'll need to hold or be working towards a degree in a business-related discipline.
- Completed relevant work experience is 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.