

Job Description

Primary Information

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

Key Contacts

Hiring Manager	Technical Manager
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Position Overview

Purpose and scope of the role.

Come and start your journey with Tarmac as a **Trainee Technician** where you will play a key role in checking the quality of our product and making improvements. In this exciting apprentice role you will gain technical knowledge relating to a variety of products and manufacturing processes, data analysis skills and customer service excellence.

Key Tasks and Responsibilities

In this role, you will:

- Play a key role in checking the quality of our products and making improvements through product sampling and testing
- Keep the working environment maintained and safe, maintaining our high site standards
- Keep accurate records and track data
- Gain experience talking to customers and your technical team as well as other departments
- Assist management with investigation of customer complaints
- Take pride in all work completed and being determined to succeed
- Work both inside and outside. It won't always be glamorous! 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 Technical 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/mineral-and-construction-product-sampling-and-testing-operations-v1-0>

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 laboratories 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

You are/have:

Preferably GCSEs A-C or numbered equivalent (9-4) in both English and Maths, however D or 3 are acceptable because the college can provide additional support.

Other

Intermediate & 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.