

Job Description

Primary Information

Job Title	Technical Graduate
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	Business Performance
Direct reports	N/A

Position Overview

Describe the purpose and scope of the role.

The role of Technical Graduate will work within the National RMX Operations team which is encompassed within our business performance team.

The position will have a key focus on technical data and conformity within our internal systems ensuring maintenance, optimisation and alignment across our regional business units.

Key Tasks and Responsibilities

Describe the tasks of the candidate within the role.

In this role, you will:

- Work alongside our Technical Systems Manager to support with the management and maintenance of our technical systems.
- Support with regional alignment and conformity of system usage, providing training where applicable.
- Support with identify cost saving / value creation opportunities through changes and improvements to systems / processes / material sources & combinations.
- Analyse and report on quality related topics, including but not limited to: customer complaints, margin loss, production accuracy / tolerances.
- Work towards helping others understand the technical systems used and the vital role they play in the strategy of the RMX business
- Regularly review and maintain the product master list, ensuring that product titles conform to the agreed naming conventions
- Ensure that systems, processes and procedures comply with regulatory requirements
- In support of the Technical Systems Manager, focus on optimisation and reduction of mix costs through effective measurement and monitoring
- Assist the regional Technical teams to identify, standardise and cleanse the data
- Develop a deep understanding of concrete technical requirements, mix design and raw material constituents
- Develop a deep understanding of Quality control, Statistical analysis and standards and policies we work too

Key Characteristics

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

For this role you should be/have:

- Technical Capability - Desire to learn and develop a deep understanding of concrete technical requirements, mix design and raw material constituents.
- Analytical Capability - Desire to develop a deep understanding of quality control, statistical analysis, standards and

policies in which we work to.

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.

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, developing knowledge 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.

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.