

Job Description

Primary Information

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

Key Contacts

Hiring Manager	Operations Manager
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Position Overview

Purpose and scope of the role.

The purpose and scope of the role of **Apprentice Operative – Road Surfacing** will see individuals work as a member of a road surfacing gang, responsible for general site duties, working on various projects such as major new-build highways, airfield surfacing, motorways, residential streets, industrial estates and car parks.

All will adhere to our Safety, Health and Environmental policies.

Key Tasks and Responsibilities

In this role, you will:

- Gain an understanding of road surfacing and construction materials and processes
- Develop skills on mobile plant equipment
- Attend, participate and put into practice the content of the safety briefings and risk assessments and make suggestions to the Team Leader to reduce any identified risks to safety
- Display a pro-active attitude to health and safety and report any near hits to the Team Leader, stopping any witnessed unsafe behaviour
- Liaise with customers & the general public to ensure the highest level of safety is maintained
- Working on site will involve working outside. It won't always be glamorous but be assured 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 Operative Development Programme (PODP) 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/road-surfacing-operative-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 outside on site
- Effective communication with Operational Teams and all stakeholders, both internal and external

- Developing capability – Apprentices will be self-driven to develop both technical knowledge through their learning pathway/college 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, as well as complete