

# Job Description

## Primary Information

<b>Job Title</b>	Higher Apprentice – Operations Management
<b>Division</b>	Tarmac
<b>CRH Leadership Level</b>	Individual Contributor
<b>Location(s)</b>	United Kingdom
<b>Function</b>	
<b>Direct reports</b>	N/A

## Key Contacts

<b>Hiring Manager</b>	Operations Manager
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## Position Overview

### Purpose and scope of the role.

Operational Management Apprentices will work in our operational teams across our sites, getting exposure to numerous elements of our manufacturing process, learning how our plants operate efficiently.

Through knowledge developed throughout the programme, individuals will learn what it takes to manage our plants, which gaining technical knowledge of our product and manufacturing processes within concrete, aggregates, asphalt or building products.

## Key Tasks and Responsibilities

In this role, individuals will

- Support Site Managers, Maintenance Managers and Operations Managers in the running of their teams and functions.
- Develop your business knowledge and share any best practices within teams, supporting production efficiency and improving effectiveness of site operations.
- Through knowledge developed whilst on programme, drive a positive health and safety culture, challenging when something doesn't feel right, or where there are opportunities to improve our safety performance
- Support at the outset with a view to take responsibility of the basic maintenance and inspections on site, learn to operate mobile plant, undertake site-based duties (including production process and keeping the site clean and maintained)
- Collaborate with stakeholders outside of operational teams on site, including Health and Safety Team and Geo Technical Teams who'll support apprentices understanding of the geology on site). In addition, apprentices will develop knowledge of the impact of sustainability.

## Key Characteristics

For this role you should be/have:

- 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
- Willing to travel – Apprentice roles may require travel to different sites and will also be attending University of Derby, completing a Level 5 minerals product technology qualification.
- Minimum 18 years of age on 1<sup>st</sup> September 2025.

## 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

<b>Shape our future</b>	<p><b>Customer Focus</b> - Building strong customer relationships and delivering customer-centric solutions.</p> <p><b>Self-development</b> - Actively seeking new ways to grow and challenge using both formal and informal development channels.</p>
<b>Drive our impact</b>	<p><b>Action Oriented</b> - Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.</p> <p><b>Drives Value</b> - Consistently achieving results, even under tough circumstances.</p> <p><b>Situational Adaptability</b> - Adapting approach and demeanour in real time to match the shifting demands of different situations.</p>
<b>Inspire our people</b>	<p><b>Collaborates</b> - Building partnerships and working collaboratively with others to meet shared objectives.</p> <p><b>Communicates Effectively</b> - Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.</p> <p><b>Fosters Inclusivity</b> - Recognises the value that different perspectives bring to an organisation.</p> <p><b>Instils Trust</b> - Gaining the confidence and trust of others through honesty, integrity, and authenticity.</p>

## Education

You are/have:

- Must be 18 years of age before Sep 2025 PLUS GCSEs A-C or numbered equivalent (9-4) in both English and Math, AND must disclose any criminal convictions.

## Other

**Higher Apprentices** – after your first year, 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.

