

Job Description

Primary Information

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

Key Contacts

Hiring Manager	Production Manager
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Position Overview

Purpose and scope of the role.

The purpose and scope of the position is an apprentice to join our materials and building products team, where they'll produce and deliver high quality, ready-mix concrete and environmental products while developing their apprenticeship.

Key Tasks and Responsibilities

In this role, you will:

Undergo structured training, at the end of the training period you will have the necessary skills and experience to be appointed as a Plant Supervisor responsible for the safe and efficient operation of a ready-mix concrete plant in the Midlands area.

The main responsibilities after completing the training period includes:

- Leading and active supervision of the RMX operational plant, including all visitors, contractors and customers who may visit the site.
- Delivery of toolbox talks to other company staff, mixer drivers and contractors
- Manage all aspects of daily production including ordering stocks, completing inspections, reporting defects and maintaining records
- Efficient manufacture of concrete, ensuring quality by following quality procedures.
- Drive operational performance through reporting and continuous improvement.
- Plant availability to be ensured by undertaking plant inspections in line with the maintenance schedule and reporting defects.
- Take responsibility for their own safety and that of contractors, customers and business partners
- Maintain site housekeeping to a high standard

Key Characteristics

For this role you should be/have:

- A willingness to learn new skills and processes
- Be motivated to follow through the programme and become a competent Plant Supervisor
- Literacy and IT skills are a must as many tasks demand this.
- Effective communication and self confidence in order to deal with the many stakeholders encountered daily.

- A practical mind with initiative and problem solving skills.

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://discoveryzone.tarmac.com/apprenticeships-2-0/podp/mineral-processing-mobile-static-plant-operator-programme-podp/>

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

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.