

# Job Description

## Primary Information

<b>Job Title</b>	Advanced Apprentice – Trainee Workshop Fitter
<b>Division</b>	Tarmac
<b>CRH Leadership Level</b>	Individual Contributor
<b>Location(s)</b>	United Kingdom
<b>Function</b>	Circularity
<b>Direct reports</b>	N/A

## Key Contacts

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

### Purpose and scope of the role.

The purpose and scope of the role as a Trainee Workshop Fitter will see individuals actively participating in the repair and maintenance of vehicles that are brought into our workshops and ensuring they are working the standard required for use by operational teams.

## Key Tasks and Responsibilities

In this role, you will:

- Actively participate in the repair and maintenance of vehicles that are brought into the Workshop ensuring they are working at the standards required for use in the operational team.
- Undertaking basic maintenance and inspections of HGVs/LGVs/Low Loaders/Sweepers etc.
- Helping to keep the working environment maintained and safe, maintaining our high site standards.
- Role modelling an exemplary approach to Health and Safety, working collaboratively to build a culture of continuous improvement.
- Taking pride in all work completed and being determined to succeed.
- Attend college to complete your Heavy Vehicle Service and Maintenance Technician Qualification, Level 3 to provide a good grounding to start a career within our industry.

## Key Characteristics

For this role you should be/have:

- Enthusiastic about starting a career in the building materials industry!
- Keen to study for a Level 3 Qualification in Heavy Vehicle and Maintenance Technician
- Passionate about working safely.
- Desire to develop a career in vehicle/plant maintenance with an eagerness to learn and develop throughout the programme.
- A team player supporting workshop and operational requirements.

- Improvement focused to identify better ways of working and innovation.

## 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

Educational Qualifications required for the role of **Apprentice Workshop Fitter**:

- GCSEs A-C or numbered equivalent (9-4) in both English and Maths
- Level 2 in English and Maths (or Level 1 with a view to undertake Level 2 as part of the apprenticeship)

## Other

**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.