

# Job Description

## Primary Information

<b>Job Title</b>	Trainee Software Developer
<b>Division</b>	Tarmac
<b>CRH Leadership Level</b>	Individual Contributor
<b>Location(s)</b>	UK
<b>Function</b>	Transformation Office
<b>Direct reports</b>	0

## Key Contacts

<b>Hiring Manager</b>	Head of Commercial Systems
<b>Dotted line/Matrix Manager</b>	-
<b>HR Business Partner</b>	Transformation Office

## Position Overview

### Describe the purpose and scope of the role.

Provide a brief overview of the purpose of the role and how it fits in the CRH organisation. In a few sentences, also include the key responsibilities, stakeholders, and any potential growth opportunities.

## Key Tasks and Responsibilities

### Describe the tasks of the candidate within the role.

In this role, you will:

- Apply Agile and Lean methodologies effectively in project development.
- Work proficiently within the Software Delivery Lifecycle and SOx IT general controls framework.
- Support and participate in software testing for both new and existing applications.
- Design and develop intuitive user interfaces and simple yet effective software designs.
- Write, test, and maintain clean, logical, and maintainable code, linking it to data sets and analysing unit testing results to correct errors.
- Create and execute test scenarios following established testing frameworks and methodologies.
- Apply knowledge of algorithms, logic, and data structures to solve problems and implement solutions.
- Interpret and implement designs while ensuring compliance with security and maintainability standards.
- Gain hands-on experience in providing customer software support to understand the product and user needs better.
- Engage directly with customers to capture requirements and collaborate with the Test Team to enhance development skills.
- Collaborate with Enterprise Architects and System Managers to refine technical specifications, explore available technologies, develop prototypes, and understand internal systems such as APIs and third-party integrations.
- Work closely with other developers to enhance internal processes, documentation, build systems, libraries, and frameworks for current and future projects.
- Build and maintain robust back-end systems to support various internal departments.

## Key Characteristics

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

For this role you should be/have:

- High level of interest in software development and general technology
- Desire to develop your analytical and design skills
- Comfortable in applying maths in both data and algorithms and you'll have an understanding of both waterfall and agile software development methodologies within a software development life cycle
- Ability to use your initiative, take responsibility, be organised and work independently
- Good communicator and like working in teams with like-minded individuals
- Enjoyment working in a team and problem solving complex and challenging concepts

## 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.

You possess the following:

- Project management skills, works well under pressure and adheres to deadlines
- A proven interest in coding through your A Level / college course or online platforms like Code Academy
- Experience in WordPress Development, exposure to PHP, React, Vue or Angular highly advantageous
- High degree of numeracy and problem solving skills

# Job Description

## 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

<b>Delivering at Scale</b>	<p><b>Business partnering (Functions)</b> Built respectful enduring relationships with internal and external stakeholders. Achieves outcomes that meet both their own needs and that of their stakeholders.</p> <p><b>Continuous improvement and operational excellence</b> Suggested improvements to existing procedures. Driven greater efficiencies and streamlined processes within assigned area.</p> <p><b>Promoting a safety climate</b> Improved the safety of products and production / operational processes. Dealt with an important safety related issue.</p>
<b>Broadening Perspective</b>	<p><b>Business exposure</b> 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.</p>
<b>Key Challenges</b>	<p><b>Communicating with senior stakeholders</b> Experience interacting with and tailoring their communication to engage senior audiences.</p> <p><b>Domain expertise</b> Holds relevant qualifications, knowledge and experience in their area of responsibility. Could include academic qualifications e.g. accountancy, IT programming languages.</p> <p><b>English language proficiency</b> Has the English language skills required to do their job effectively.</p>

## 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.
- Four A-C GCSEs including Maths and English, or numbered equivalent (9-4)
- OR Level 3 software developer qualification or level 3 data technician qualification or similar qualification
- OR a BTEC Diploma in IT
- OR 2 years' experience in a relevant role

## Other (Key) Dimensions

### Describe the organisational structure, team structure, key stakeholders, and other relevant dimensions that may be relevant to this role

## Team Structure

The team consists of 3 External Account Managers, and 1 Technical Sales Manager.

Key stakeholders:

- Transformation Office
- IT Team
- Automation Team
- Procurement Team
- Finance Team