

Job Description

Primary Information

Job Title	Business Performance Graduate
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	Business Performance
Direct reports	N/A

Key Contacts

Hiring Manager	Toby Pyper
Dotted line/Matrix Manager	Insert name and title
HR Business Partner	Jo Calver

Position Overview

Purpose and scope of the role.

As a Business Performance Graduate in our Contracting Division you will participate in a two-year rotational programme that will see you gain experience in Performance, Commercial and Operations with a focus on our Contracting and Asphalt Businesses.

A key element will be to drive the Pave Tech initiative forward and provide a review of our technology, telemetry and automation skillsets supporting data management projects. In addition, you will support the installation, development and maintenance of our client asset management systems in Highway Services Business Units, collaborating with key Local Authorities clients.

Key Tasks and Responsibilities

In this role, you will:

- Develop a thorough understanding of our current paving & material technology and capabilities and then work on shaping & delivering our industry-leading Pave Tech solutions.
- Working with our Pave SMEs, suppliers and IT experts to implement the Pave Tech Initiative within the business.
- In support of the Technology Manager, provide a focus on data management and analytics to help develop, install and develop client asset management systems with key Local Authority clients.
- Liaise with our Digital Transformation Team to ensure we maximise benefit across the contracting business streams.
- Provide in-house training and guidance on our systems, specifically BPO, ReFlow, Confirm and Symology.
- Project support on contracting initiatives and track benefits and lessons learned for wider sharing.
- Proactively develop knowledge and experience during rotational plans across Performance, Commercial and Operations.
- Report on trends and developments to the Contracting Performance Team for future review.
- Participate in the preparation of project approvals liaising with senior stakeholders for sign off.
- Promote a continuous improvement and optimisation mindset in all communications, following best practice and standardisation.

Key Characteristics

For this role you should be/have:

- Be Innovative – Desire to learn and challenge current technology to build on industry-leading works.
- Analytical Capability - Desire to develop a deep understanding of quality control, statistical analysis, standards and policies in which we work to.

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, developing knowledge 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.

CRH / Tarmac Behaviours & Experiences

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.

Experiences

Delivering at Scale **Business partnering (Functions)**
Built respectful enduring relationships with internal and external stakeholders.
Achieves outcomes that meet both their own needs and that of their stakeholders.
Continuous improvement and operational excellence
Suggested improvements to existing procedures.
Driven greater efficiencies and streamlined processes within assigned area.
Promoting a safety climate
Improved the safety of products and production / operational processes.
Dealt with an important safety related issue.

Broadening Perspective **Business exposure**
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.

Key Challenges

Communicating with senior stakeholders

Experience interacting with and tailoring their communication to engage senior audiences.

Domain expertise

Holds relevant qualifications, knowledge and experience in their area of responsibility. Could include academic qualifications e.g. accountancy, IT programming languages.

English language proficiency

Has the English language skills required to do their job effectively.

Experience / Education

You are/have:

Expecting or completed a degree in an engineering or business related discipline and will be an effective communicator

Other (Key) Dimensions

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.