

Job Description

Primary Information

Job Title	HA – Trainee Supervisor
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	
Direct reports	N/A

Key Contacts

Hiring Manager	Operations Manager
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Position Overview

Purpose and scope of the role.

The purpose of our Trainee Supervisor Apprentice will see them join our Contracting teams, gaining exposure to a broad range of on site supervisory roles and responsibilities.

The scope is to grow our talent pipeline within Contracting operational management and apprentices will complete the Level 4 Construction Site Supervisor learning pathway during a 36 month period.

This will result in the development of knowledge in Health and Safety, understanding risk assessment of activities and the important of behaviours in safety-critical environments.

Understanding sustainability issues in projects across economic, social and environmental will also be developed, along with understanding of management principles and project management lifecycle.

Key Tasks and Responsibilities

In this role, you will:

- supervise all Tarmac site works including surfacing operations, planing operations, traffic management and any other contracted trades
- be responsible for the planning, programming and delivery of individual schemes and take responsibility for the financial performance of such schemes
- be responsible for ensuring that the correct labour, plant, materials and contractors are on site at the appropriate time to allow all works to be undertaken safely, efficiently and profitably
- be responsible for health and safety on your sites including preparation of risk assessments, permits to work, job briefing sheets, delivery maps / plans and other such documents including providing daily briefings to all involved on site
- be responsible for taking accurate site measurements to be able to place material orders
- be responsible for maintaining and recording accurate records of all works undertaken and recording any changes from the original scheme details. Close liaison with the Quantity Surveying department will be required to ensure that all works can be invoiced and paid in a timely manner
- liaise with other internal departments such as the link room and quantity surveying team
- liaise with the client and / or main contractor to ensure that works are delivered to the agreed programme and timescales
- predominantly be working outside on site, whilst specifications preclude our works being undertaken in some weather circumstances we undertake year round works and sites can be cold and wet

Key Characteristics

For this role you should be/have:

- Someone who has a desire to have a hands-on role which would include outdoor working environments
- Effective communication with Operational Teams and all stakeholders, both internal and external
- Developing capability – Apprentices will be self-driven to develop technical knowledge through college study and on the job learning
- Willing to travel – Apprentice roles may require travel to different locations

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

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.

Education

You are/have:

- England based - Must have 5 GCSE's including Maths and English with grades (A-C) or numbered equivalent (9-4). PLUS, A Level DD or; BTEC National Diploma PPP or; Access to HE Diploma with 21 Merits or; Level 3 Apprenticeship in related subject or; Equivalent level 3 qualifications worth 64 UCAS points.
- Scotland based - Must have a Higher qualification - Grade C or above with National 5 Maths (Grade C). OR Suitable construction qualifications and/or experience. OR NQ in construction related subject.

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.
