

Job Description

Primary Information

Job Title	Real Estate Graduate
Division	Tarmac
CRH / Tarmac Leadership Level	Individual Contributor
Location(s)	Quorn House OR Stancombe
Function	L&NR

Position Overview

The Graduate Real Estate Surveyor will support the Land and Natural Resources (L&NR) team in managing Tarmac's property portfolio responsibly and sustainably. The role involves assisting with land acquisition, development, planning, and estate management activities, contributing to the long-term sustainability and value of the business.

Key Tasks and Responsibilities

Main Responsibilities

- Support the Regional Head of Estates and Estates Managers in delivering objectives related to mineral and land acquisition and development.
- Work within planning consents for mineral extraction and associated operations.
- Assist in delivering rental enhancement and built development opportunities.
- Ensure compliance with planning and tenure agreements.
- Develop understanding of land and mineral ownership, landlord and tenant relationships, and planning policy.
- Manage relationships with landlords and tenants.
- Prepare and review planning applications and consultant reports.
- Produce written reports and documentation.
- Identify opportunities to enhance financial returns from property assets.
- Support the development and use of Tarmac's Electronic Property Information System.
- Participate in the Graduate Core Skills Development Programme to build business knowledge and professional networks.

Key Relationships

- Managers and Head of the Land & Natural Resources team
- External bodies (e.g. planning authorities, consultants)
- Tenants and landlords
- Operations Managers and Business Leads
- Internal and external legal teams
- HR and Early Careers team

Key Characteristics

- You'll be willing to travel to different sites locations across the UK as part of your training programme, holding a full UK driving licence is therefore required.
- Strong problem-solving ability
- Interest in land and natural resource management
- Confident communicator
- Customer-focused mindset
- Proficient IT and written communication skills
- Ability to work independently and as part of a team

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 & 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.
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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	
• Degree in a relevant discipline (e.g. Real Estate, Land Management, Surveying) • Full UK Manual Driving License and ability to travel	
Other (Key) Dimensions	
While learning in your day-to-day role, you will also 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.	