

Job Description

Primary Information	
Job Title	Apprentice Operative- Road Surfacing
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	
Direct reports	N/A
Position Overview	
<p>The Apprentice Operative- Road Surfacing role is designed to provide hands-on training and development for individuals who are interested in working in the road surfacing industry. The role involves working on a variety of road surfacing projects, including highways, motorways, airfields, car parks, and residential streets. The role is a full-time position and is open to individuals aged 16 and over.</p>	
Key Tasks and Responsibilities	
<p>As an Apprentice Operative, you will be part of a professional road surfacing team working on a variety of projects, including:</p> <ul style="list-style-type: none">• Highways and Motorways• Airfields and Car Parks• Residential Streets and Local Roads <p>You will gain experience in:</p> <ul style="list-style-type: none">• Understanding road surfacing materials, techniques, and processes• Operating mobile plant equipment under supervision• Participating in safety briefings and risk assessments• Reporting near misses and contributing to a proactive safety culture• Liaising with customers and the public to ensure safe and respectful site operations• Working in both indoor and outdoor environments, sometimes in dusty or confined spaces <p>Development & Progression: You will work towards achieving the Road Surfacing Operative Level 2 Apprenticeship</p>	
Key Characteristics	
<p>The ideal candidate will:</p> <ul style="list-style-type: none">• Strong commitment to safety and responsibility• Team player with good communication skills• Positive attitude and willingness to learn• Motivation to succeed and take pride in your work	
Key Functional Competencies	
<p>We want our early careers programme joiners to be individuals who'll demonstrate -</p> <ul style="list-style-type: none">• 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	
	<ul style="list-style-type: none"> • GCSEs in Math's and English (or equivalent) at pass grade
Other	
	<p>Apprentices will complete the Professional Operative Development Programme (PODP), which provides a solid foundation for a career in the industry.</p> <p>An Individual Development Plan (IDP) will be created and maintained with support from the line manager to track progress and identify development needs.</p>