

Job Description

Primary Information

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

Position Overview

Purpose and scope of the role.

The Trainee Fitter Apprentice will support the maintenance and reliability of mechanical equipment across operational sites. This role is essential to ensuring the safe and efficient functioning of plant machinery used in the production of construction materials. The apprenticeship provides a structured pathway for individuals to gain technical skills, industry experience, and a recognised qualification, forming the foundation for a long-term career in engineering and manufacturing.

Key Tasks and Responsibilities

In this role, you will:

- Attend college to complete the academic and practical components of the apprenticeship programme.
- Assist the maintenance team with planned and reactive mechanical repairs.
- Conduct daily checks and mechanical testing to ensure equipment reliability.
- Support fault diagnosis and contribute to breakdown resolution.
- Participate in continuous improvement initiatives to enhance plant performance and efficiency.
- Maintain a clean and safe working environment in accordance with health and safety standards.
- Work in both indoor and outdoor environments, including dusty or confined spaces, with appropriate protective equipment provided.

Key Characteristics

For this role you should be/have:

- Practical – Enjoys a hands-on role and working in varied environments.
- A good communicator – Able to collaborate effectively with operational teams and stakeholders.
- Eager to develop – Self-driven to learn both on the job and through structured studies.
- Detail-oriented – Capable of maintaining high standards in all tasks.
- Safety-conscious – Committed to fostering a safe working environment for all.
- Improvement focused to identify better ways of working and innovation.

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

Educational Qualifications required for the role of **Apprentice Fitter**:

- GCSEs A-C or numbered equivalent (9-4) in both English and Maths (However, don't worry if you do not have this as the college can provide additional support where needed)

Other

With support from your Line Manager, you will have an individual development plan (IDP). This is a simple and effective way of keeping track of your development, identifying your needs and agreeing and implementing a solution.