

Job Description

Primary Information

Job Title	Technical Graduate
Division	Tarmac
CRH / Tarmac Leadership Level	Individual Contributor
Location(s)	South East
Function	Technical

Position Overview

The Technical Graduate will support the delivery of technical services across multiple business units through a structured two-year graduate programme. The role involves rotational placements in Regional Technical, Regional Contracting, and the National Technical Centre to develop a broad understanding of technical operations and identify areas of specialisation.

Key Tasks and Responsibilities

- Participate in rotational placements across technical functions to gain exposure to different aspects of the business.
- Support manufacturing operations at sites producing concrete, aggregates, asphalt, or building products.
- Assist in quality control, product testing, and complaint investigations.
- Contribute to the development and implementation of technical improvements and best practices.
- Support Technical Managers in team coordination, contract vetting, and estimating activities.
- Maintain accurate records and track technical data for analysis and reporting.
- Promote and adhere to health and safety standards, identifying and reporting risks or unsafe practices.
- Engage in site visits across the region to build business knowledge and share insights.
- Participate in the Core Skills Development Programme to enhance business and interpersonal skills.

Key Relationships

- Technical Team (primary support and development team)
- Operational Teams (quarry, site, or plant-based)
- Health & Safety Team
- Early Careers Community and Human Resources

Key Characteristics

Skills and Attributes:

- Strong analytical and problem-solving skills
- Attention to detail and accuracy

- Effective communication and teamwork abilities
- Willingness to learn and adapt to new challenges
- Commitment to health, safety, and environmental standards

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.
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.
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Experience / Education
Qualifications: • Degree in Civil Engineering or a related technical discipline (required) Desirable: • Previous experience in a technical or industrial environment (placement or internship) • Knowledge of construction materials or manufacturing processes
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.