

Job Description

Primary Information

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

Key Contacts

Hiring Manager	Operations Manager
-----------------------	--------------------

Position Overview

Purpose and scope of the role.

The Intermediate Apprentice – Trainee Operative will join Tarmac's Materials and Building Products team, gaining hands-on experience in the manufacturing of essential construction materials such as concrete, aggregates, asphalt, and other building products. This apprenticeship provides a structured pathway to develop technical knowledge, operational skills, and a strong understanding of safety, health, and environmental practices. The role is designed to prepare the apprentice for a long-term career in plant operations.

Key Tasks and Responsibilities

As part of the apprenticeship, the trainee will:

- Operate production equipment including cranes, forklifts, mobile and fixed plant systems.
- Perform basic maintenance and inspections on-site.
- Contribute to maintaining a safe and clean working environment.
- Act as a role model for health and safety practices.
- Collaborate with team members to support continuous improvement initiatives.
- Take pride in delivering high-quality work and meeting production targets.
- The role involves working both indoors and outdoors, sometimes in dusty or confined environments. Full personal protective equipment (PPE) and safety training will be provided.

Apprentices will also complete the Professional Development Programme, which provides a strong foundation for a career in the industry.

Key Characteristics

We are looking for individuals who are:

- Enthusiastic about starting a career in the building materials industry.
- Passionate about working safely and responsibly.

- Team-oriented and collaborative.
- Willing to learn and develop new skills.
- Aged 18 or over by the start date

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	<p>Customer Focus - Building strong customer relationships and delivering customer-centric solutions.</p> <p>Self-development - Actively seeking new ways to grow and challenge using both formal and informal development channels.</p>
Drive our impact	<p>Action Oriented - Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.</p> <p>Drives Value - Consistently achieving results, even under tough circumstances.</p> <p>Situational Adaptability - Adapting approach and demeanour in real time to match the shifting demands of different situations.</p>
Inspire our people	<p>Collaborates - Building partnerships and working collaboratively with others to meet shared objectives.</p> <p>Communicates Effectively - Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.</p> <p>Fosters Inclusivity - Recognises the value that different perspectives bring to an organisation.</p> <p>Instils Trust - Gaining the confidence and trust of others through honesty, integrity, and authenticity.</p>

Education

You are/have:

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

Other

Apprentices will be supported through an Individual Development Plan (IDP), developed in collaboration with their line manager to track progress, identify development needs, and implement tailored learning solutions.

