

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

The Apprentice Operative – Road Surfacing role is designed to provide hands-on training and development for individuals starting their career in the construction and infrastructure industry. The purpose of this role is to support the safe and efficient delivery of road surfacing projects while gaining the skills, knowledge, and behaviors required to become a fully competent Road Surfacing Operative. This apprenticeship offers a structured pathway into the industry, combining practical experience with formal learning, and plays a vital role in helping to maintain and improve the UK's transport network.

Key Tasks and Responsibilities

As an Apprentice Operative, you will be part of a professional road surfacing team working on a variety of projects, including:

- Highways and Motorways
- Airfields and Car Parks
- Residential Streets and Local Roads
- You will gain experience in:
 - 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
 - Development- You will work towards achieving the Road Surfacing Operative Level 2 Apprenticeship

Key Characteristics

The ideal candidate will:

- 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

- 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

GCSEs in Math's and English (or equivalent) at pass grade

Other

- Apprentices will complete the Professional Operative Development Programme (PODP), which provides a solid foundation for a career in the industry.
- An Individual Development Plan (IDP) will be created and maintained with support from the line manager to track progress and identify development needs.