

Job Description

Primary Information

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| Job Title | HA – Operations Management |
| 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 Higher Apprentice – Operations Management role is designed to develop future operational leaders within Tarmac's manufacturing and production environments. This apprenticeship provides structured training and practical experience across multiple operational sites, offering exposure to key areas such as production, maintenance, health and safety, and sustainability.

The role supports site teams in managing day-to-day operations, contributing to the delivery of safe, efficient, and compliant manufacturing processes. Apprentices are expected to engage with various internal stakeholders and participate in both site-based duties and academic learning, forming a foundation for progression into supervisory or management roles within the business.

Key Tasks and Responsibilities

In this role, you will:

- Assist Site, Maintenance, and Operations Managers in leading teams and managing operational activities.
- Develop a working knowledge of manufacturing processes and contribute to production efficiency improvements.
- Promote and uphold a positive health and safety culture, ensuring compliance with safety standards.
- Undertake site-based responsibilities including basic maintenance, mobile plant operation, and housekeeping.
- Collaborate with internal departments such as Health & Safety and Geo-Technical teams to gain insight into site geology, compliance, and sustainability practices.

Key Characteristics

For this role you should be/have:

- Hands-on and adaptable – Comfortable working both outdoors and in office environments.
- Strong communicators – Able to engage effectively with colleagues, managers, and external stakeholders.
- Eager to learn – Motivated to grow through on-the-job experience and formal university study.
- Willing to travel – Able to visit multiple sites and attend the University of Derby for academic learning.
- Able to meet the requirements of the role, including being 18 years old by the start date and having GCSEs A-C/9-4 in English and Math's.

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

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|--------------------|---|
| 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

You are/have:

- Minimum age of 18 by the start date.
- GCSEs A–C / 9–4 in English and Maths (or equivalent).

Other

- Completion of a recognised qualification through the University of Derby.
- Participation in the Core Skills Graduate Development Programme, comprising eight modules focused on business acumen, soft skills, and networking.
- An Individual Development Plan (IDP) developed in collaboration with the line manager to support progression and track development throughout the apprenticeship.