

## Job Description

### Primary Information

Job Title	Higher Apprentice- Technical
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	
Direct reports	N/A

### Position Overview

The Higher Apprentice – Technical role is designed to provide hands-on experience and structured development for individuals looking to build a career in operational and technical management within the construction materials industry. This apprenticeship offers a unique opportunity to rotate across different product areas—such as Concrete, Asphalt, Aggregates, or Building Products—while gaining the knowledge, skills, and behaviours required to support and lead within Tarmac’s technical teams.

The role supports the delivery of high-quality products and services by contributing to technical operations, quality assurance, and continuous improvement initiatives. Apprentices will also play a key role in promoting a strong safety culture and supporting site teams in day-to-day activities.

### Key Tasks and Responsibilities

- **Operational Exposure:** Work across various manufacturing sites depending on location, gaining experience in multiple product areas through rotations or secondments.
- **Technical Support:** Assist with product sampling, testing, data tracking, and quality control processes.
- **Team Collaboration:** Support Technical Managers in supervising teams and improving site performance.
- **Problem Solving:** Participate in investigating customer complaints and identifying opportunities for process improvements.
- **Safety Leadership:** Promote and uphold Tarmac’s commitment to health, safety, and environmental standards, contributing to a positive safety culture.
- **Learning & Development:** Complete a Foundation Degree in Mineral Products Technology through the University of Derby, alongside Tarmac’s Core Skills Development Programme.

### Key Characteristics

- Safety-first mindset.
- Practical and hands-on approach.
- Enthusiastic about starting a career in engineering.
- Passionate about working safely and responsibly.
- Team player with good communication skills.
- Willingness to learn and grow.

### 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

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

### Education

- Five GCSEs (or equivalent) at grades A–C / 9–4, including English and Maths
- Two Level 3 qualifications (e.g. A-levels, BTEC, NVQ, or a Level 3 apprenticeship)

### Other

You will be supported by:

- A dedicated line manager and mentor.
- Experienced operational colleagues.
- Health and Safety professionals.
- HR and training teams focused on your career development.