

## Job Description

### Primary Information

<b>Job Title</b>	Chemical Process Engineering Graduate
<b>Division</b>	Tarmac
<b>CRH / Tarmac Leadership Level</b>	Individual Contributor
<b>Location(s)</b>	Dunbar OR Aberthaw OR Tunstead
<b>Function</b>	Cement

### Position Overview

The Chemical Process Engineer Graduate will play a key role in supporting the safe, efficient, and sustainable production of cementitious products at our Tunstead site. This role is designed to develop future engineering talent through a structured graduate programme, providing hands-on experience, technical training, and cross-functional exposure. The successful candidate will contribute to process optimisation, plant performance, and continuous improvement initiatives, while gaining a deep understanding of cement manufacturing operations.

### Key Tasks and Responsibilities

- Participate in a structured graduate development programme, including technical, operational, and leadership training.
- Support the optimisation of production processes to improve output, efficiency, and environmental performance.
- Assist in identifying and resolving process bottlenecks and contributing to plant reliability and uptime.
- Work within a 24/7 operational environment, including shift rotations, to gain comprehensive exposure to plant operations.
- Apply safety policies and procedures in all aspects of work, actively promoting a culture of safety and compliance.
- Conduct root cause analysis and support data-driven decision-making to reduce downtime and improve performance.
- Collaborate with cross-functional teams on key projects that deliver operational and business value.
- Engage with internal stakeholders including site management, technical teams, health and safety, HR, and commercial functions.

### Key Characteristics

For this role you should be/have:

- You'll be willing to travel to different sites locations across the UK as part of your training programme, holding a full UK driving licence is therefore required.
- Self-starting and strong collaboration skills, being able to work as part of a team and independently.
- Strong numerical & analytical skills
- Excellent communication and interpersonal skills.
- Organised with the ability to prioritise and multi-task.
- A genuine passion to grow a successful career in this field.

### 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

<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>

### Experiences

<b>Delivering at Scale</b>	<p><b>Business partnering (Functions)</b> Built respectful enduring relationships with internal and external stakeholders. Achieves outcomes that meet both their own needs and that of their stakeholders.</p> <p><b>Continuous improvement and operational excellence</b> Suggested improvements to existing procedures. Driven greater efficiencies and streamlined processes within assigned area.</p> <p><b>Promoting a safety climate</b> Improved the safety of products and production / operational processes. Dealt with an important safety related issue.</p>
<b>Broadening Perspective</b>	<p><b>Business exposure</b> 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.</p>
<b>Key Challenges</b>	<p><b>Communicating with senior stakeholders</b> Experience interacting with and tailoring their communication to engage senior audiences.</p> <p><b>Domain expertise</b> Holds relevant qualifications, knowledge, and experience in their area of responsibility. Could include academic qualifications e.g. accountancy, IT programming languages.</p> <p><b>English language proficiency</b> Has the English language skills required to do their job effectively.</p>

### Experience / Education

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Essential:

- Degree in Chemical Engineering (or equivalent).
- Flexibility to work across multiple locations in the UK and Ireland, with potential for international travel.
- You must be able to travel daily to your designated work location, as well as to other sites across the UK when required. Please note: our cement plants are typically situated in remote areas with limited access to public transport

Desirable:

- Strong analytical, communication, and organisational skills.
- A proactive approach to safety, learning, and continuous improvement.
- Self-motivated, adaptable, and eager to contribute to team success.

**Other (Key) Dimensions**

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- 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.
  - Mentorship and guidance from experienced engineering and operational leaders.
  - Access to the Tarmac Graduate Community for peer learning and support.
  - Opportunities for placements across the UK and Ireland, with potential for international assignments.
  - Exposure to a wide range of technical and business functions to support career progression.
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