

Job Description

Primary Information	
Job Title	Logistics Graduate
Division	Tarmac
CRH / Tarmac Leadership Level	Individual Contributor
Location(s)	South East
Function	Logistics
Position Overview	
This is a rotational graduate programme offering exposure to multiple areas of logistics, including transport planning, performance analysis, stakeholder engagement, and operational site visits. The role involves working closely with internal departments, external hauliers, and operational teams to ensure the safe, efficient, and cost-effective movement of materials across the business. The graduate will also participate in Tarmac's Graduate Core Skills Development Programme, which supports professional growth and development.	
Key Tasks and Responsibilities	
• Collaborate with internal departments to understand logistics requirements and identify opportunities for improvement • Analyse logistics performance data, identify trends, and produce reports to support decision-making • Engage with operational teams and hauliers to ensure compliance with safety standards and delivery expectations • Visit operational sites to gain practical insight into logistics processes and challenges • Support the implementation of process improvements and innovative solutions to enhance efficiency and customer satisfaction • Manage multiple logistics-related tasks and projects, ensuring timely and accurate execution • Build strong working relationships across the business to support cross-functional collaboration • Contribute to continuous improvement initiatives and challenge existing practices constructively	
Tarmac / CRH Behaviours & Experiences	
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.

Experiences

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

Experience / Education

Qualifications:

- Expected or obtained degree in any discipline

Skills and Attributes:

- Full UK manual driving license and ability to travel
- Strong analytical skills and ability to interpret data
- Confident communicator with relationship-building skills
- Proactive and organised approach to managing tasks
- Willingness to learn and develop professionally
- Ability to manage time effectively and work on multiple projects
- Comfortable challenging the status quo and proposing new ideas
- Basic IT proficiency (e.g., Excel, reporting tools)

Other (Key) Dimensions

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.