

Job Description

Primary Information

Job Title	Trainee Operative RMX
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	
Direct reports	N/A

Position Overview

The Apprentice Operative (RMX) will support the safe and efficient operation of ready-mix production facilities. This role provides hands-on experience in the manufacture of essential construction materials and offers a structured pathway to develop technical, operational, and safety competencies. Apprentices will work alongside experienced teams to gain a recognised qualification and build a foundation for a long-term career in the industry.

Key Tasks and Responsibilities

- Support the day-to-day operation of a ready-mix plant.
- Assist in leading RMX operations and ensuring site safety for personnel and visitors.
- Participate in toolbox talks and safety briefings.
- Carry out production tasks including stock ordering, inspections, and defect reporting.
- Contribute to the manufacture of high-quality concrete in line with technical specifications.
- Support operational performance and continuous improvement initiatives.
- Conduct inspections and scheduled maintenance to maintain plant availability.
- Ensure the site remains clean, organised, and compliant with health and safety standards.
- Work in both indoor and outdoor environments, including dusty or confined spaces, with full protective equipment provided.

Key Characteristics

The ideal candidate will:

- Demonstrate a strong willingness to learn and develop new skills.
- Be motivated to complete the apprenticeship and progress into a supervisory role.
- Possess good literacy and IT skills to manage operational tasks.
- Communicate effectively and confidently with a range of stakeholders.
- Show initiative, a practical mindset, and problem-solving ability.

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	
Shape our future	<p>Customer Focus - Building strong customer relationships and delivering customer-centric solutions.</p> <p>Self-development - Actively seeking new ways to grow and challenge using both formal and informal development channels.</p>
Drive our impact	<p>Action Oriented - Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.</p> <p>Drives Value - Consistently achieving results, even under tough circumstances.</p> <p>Situational Adaptability - Adapting approach and demeanour in real time to match the shifting demands of different situations.</p>
Inspire our people	<p>Collaborates - Building partnerships and working collaboratively with others to meet shared objectives.</p> <p>Communicates Effectively - Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.</p> <p>Fosters Inclusivity - Recognises the value that different perspectives bring to an organisation.</p> <p>Instils Trust - Gaining the confidence and trust of others through honesty, integrity, and authenticity.</p>
Education	
<p>You are/have:</p> <p>Preferably GCSEs A-C or numbered equivalent (9-4) in both English and Math's (However, don't worry if you do not have this as the college can provide additional support where needed)</p>	
Other	
<p>Apprentices will complete the Professional Operative Development Programme (PODP), which provides a solid foundation for a career in the industry.</p> <p>An Individual Development Plan (IDP) will be created and maintained with support from the line manager to track progress and identify development needs.</p>	