

# Job Description

## Primary Information

|                      |                                                 |
|----------------------|-------------------------------------------------|
| Job Title            | Advanced Apprentice – Mechanical Apprentice C&P |
| Division             | Tarmac                                          |
| CRH Leadership Level | Individual Contributor                          |
| Location(s)          | United Kingdom                                  |
| Function             |                                                 |
| Direct reports       | N/A                                             |

## Key Contacts

|                |                    |
|----------------|--------------------|
| Hiring Manager | Operations Manager |
|----------------|--------------------|

## Position Overview

### Purpose and scope of the role.

The Advanced Apprentice – Mechanical Apprentice will join Tarmac's Cement and Packed Products team, gaining hands-on experience in the production of cementitious products. This apprenticeship provides a structured pathway to develop technical knowledge, operational skills, and a strong understanding of safety, health, and environmental practices. The role is designed to prepare the apprentice for a long-term career in mechanical engineering within the building materials industry.

## Key Tasks and Responsibilities

### As part of the apprenticeship, the trainee will:

- Attend college to complete the Maintenance and Operations Engineering Technician (MOET) qualification where apprentices will study mechanical engineering principles, safety procedures and, technical systems.
- Actively participate in breakdowns and planned maintenance work on the equipment and assets at the Cement plant.
- Contribute ideas and support the implementation of new systems to improve site productivity.
- Contribute to maintaining a safe and clean working environment.
- Act as a role model for health and safety practices.
- Perform risk assessments and fire alarm tests as part of routine safety checks.
- Collaborate with team members to support continuous improvement initiatives.
- The role involves working both indoors and outdoors, sometimes in dusty or confined environments. Full personal protective equipment (PPE) and safety training will be provided.

Apprentices will also complete the Professional Development Programme, which provides a strong foundation for a career in the industry.

## Key Characteristics

We are looking for individuals who are:

- A practical and technical aptitude, and able to demonstrate a genuine interest in engineering, technology or science.
- Enthusiastic about starting a career in the building materials industry.
- Passionate about working safely and responsibly.
- Team-oriented and collaborative.
- Willing to learn and develop new skills.
- Aged 18 or over by the start date.
- Able to travel to college.

## 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

You are/have:

Preferably 5 GCSEs, including Maths, English and Science at Grade 4 or above

## Other

Apprentices will be supported through an Individual Development Plan (IDP), developed in collaboration with their line manager to track progress, identify development needs, and implement tailored learning solutions.