

Job Description

Primary Information

Job Title	Trainee Supervisor- Higher Apprenticeship
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	
Direct reports	NA

Position Overview

As a Trainee Supervisor Apprentice, you will join our Contracting teams and gain hands-on experience across a wide range of on-site supervisory responsibilities. Over the course of this 36-month apprenticeship, you will complete the Level 4 Construction Site Supervisor qualification, equipping you for a future leadership role in operational management. Throughout the programme, you will develop core competencies in health and safety practices, risk assessment, and behavioral safety in critical environments. You will also gain a strong understanding of sustainability in construction—covering economic, social, and environmental aspects—as well as key principles of project and people management.

Key Tasks and Responsibilities

In this role, you will:

- Supervise all Tarmac site operations, including surfacing, planning, traffic management, and subcontractor activities.
- Plan, schedule, and deliver individual schemes, ensuring financial performance targets are met.
- Coordinate labor, plant, materials, and contractors to ensure safe, efficient, and profitable project execution.
- Manage site health and safety, including preparing risk assessments, permits, job briefings, and daily safety communications.
- Take accurate site measurements for material ordering.
- Maintain detailed records of work completed and liaise with Quantity Surveyors to ensure timely invoicing.
- Collaborate with internal teams (e.g., link room, QS team) and external stakeholders (clients, main contractors).
- Work predominantly outdoors in varying weather conditions.

Key Characteristics

For this role you should be/have:

- Enthusiastic about hands-on, outdoor work environments
- Strong communicator with internal teams and external stakeholders
- Self-motivated and committed to continuous learning
- Willingness to travel to various project site

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	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.

Education

- England based - Must have 5 GCSE's including Maths and English with grades (A-C) or numbered equivalent (9-4). PLUS, A Level DD or; BTEC National Diploma PPP or; Access to HE Diploma with 21 Merits or; Level 3 Apprenticeship in related subject or; Equivalent level 3 qualifications worth 64 UCAS points.
- Scotland based - Must have a Higher qualification - Grade C or above with National 5 Maths (Grade C). OR Suitable construction qualifications and/or experience. OR NQ in construction related subject.

Other

You will also participate in 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.