

Job Description

Primary Information

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

Position Overview

The Intermediate Apprentice – Trainee Operative will support the delivery of highways maintenance works across rural and urban environments. This role involves carrying out essential repairs and improvements to road surfaces, pavements, kerbs, and street ironworks. The apprentice will gain hands-on experience while working towards a Level 2 Highways Maintenance Skilled Operative Apprenticeship over a two-year period.

Key Tasks and Responsibilities

- Carry out repairs to potholes and damaged road surfaces.
- Reinstate and replacement of pavements, kerbs, and street ironworks.
- Assist in laying new road surfaces using appropriate tools and materials.
- Operate hand tools, power tools, and pedestrian-operated plant machinery (e.g., rollers, dumper trucks, steel saws).
- Attend and actively participate in daily briefings and toolbox talks.
- Comply with all Health & Safety policies, including CRH's Life Saving Rules.
- Minimise environmental impact during operations.
- Represent the company professionally and courteously when interacting with clients and the public.
- Follow instructions from the team leader to ensure safe and efficient working practices.
- Undertake all assigned tasks to the best of your ability.
- Participate in training and development activities, including manual handling and NRSWA accreditation

Key Characteristics

For this role you should be/have:

- Preferably GCSEs A-C or numbered equivalent (9-4) in both English and Maths. However, don't worry if you do not have this as the college can provide additional support where needed.
- Experience: No experience is necessary
- Physically fit and capable of performing manual duties.
- Full, clean UK driving licence.

Desirable Attributes

- A keen, enthusiastic, and proactive attitude.
- Willingness to learn and develop new skills.
- Ability to work effectively as part of a team.
- Strong communication and interpersonal skills.
- Commitment to safety and professionalism on-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

GCSEs in Math's and English (or equivalent) at pass grade

Other

Apprentices will complete the Professional Operative Development Programme (PODP), which provides a solid foundation for a career in the industry.

An Individual Development Plan (IDP) will be created and maintained with support from the line manager to track progress and identify development needs.