

Job Description

Primary Information

Job Title	Finance & IT Controls Graduate
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	Transformation

Position Overview

The Finance & IT Controls Graduate role offers a unique opportunity to gain experience across IT governance, risk management, and financial analysis. The position supports the development of control frameworks, contributes to risk assessments, and assists in financial planning and reporting for IT and digital transformation initiatives.

This role is suited to individuals with a strong interest in technology, data, and business value creation. It also includes the application of automation tools and techniques to improve efficiency, accuracy, and insight generation across both control and financial processes.

Key Tasks and Responsibilities

- **IT Governance & Risk Management** – Support control design, risk assessments, and compliance monitoring (e.g., GDPR, ISO 27001).
- **Financial Planning & Analysis** – Assist in budgeting, forecasting, and ROI modelling for technology investments.
- **Automation & Insight Generation** – Apply tools and techniques to streamline control testing and financial reporting.

Control & Assurance

- Support the design, documentation, and testing of IT controls across systems and processes.
- Assist with internal and external audit activities, including evidence gathering and remediation tracking.
- Contribute to IT risk assessments and maintenance of the IT risk register.
- Participate in assurance reviews and control maturity assessments.
- Monitor compliance with regulatory requirements (e.g., GDPR, ISO 27001).
- Collaborate with IT, Cybersecurity, and Business Operations to promote control awareness.
- Support the creation of dashboards and reports for control and assurance metrics.

Financial Analysis

- Assist in the preparation and monitoring of IT budgets, forecasts, and variance analysis.
- Support financial modelling for technology investments, including ROI and cost-benefit analysis.
- Collaborate with IT project managers to track project spend and capitalisation.
- Analyse trends in technology expenditure and identify cost optimisation opportunities.
- Prepare monthly and quarterly financial reports for senior stakeholders.
- Contribute to business cases for new technology initiatives.
- Ensure compliance with internal financial controls and policies.

Key Characteristics

- Strong analytical and problem-solving skills.
- Excellent written and verbal communication.
- Attention to detail and a methodical approach.
- Interest in IT governance, risk, compliance, and financial analysis.
- Ability to work collaboratively across teams and functions.

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 & 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

- Exposure to cross-functional teams and senior stakeholders.
- Experience in financial analysis, risk management, or IT controls.
- Application of automation techniques to enhance reporting and forecasting accuracy.

Essential

- Degree (or predicted degree) in **Computer Science, Information Systems, Finance, Accounting, Economics**, or a related discipline.

Desirable

- Familiarity with control frameworks (e.g., COBIT, NIST, ITIL).
- Awareness of audit processes or risk management principles.
- Experience with financial systems (e.g., SAP, Oracle) and data analysis tools (e.g., Excel, Power BI).
- Understanding of cybersecurity fundamentals and digital transformation.

Other (Key) Dimensions

While learning in your day-to-day role, you will 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.