

Job Description

Primary Information

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

Position Overview

The Apprentice Operative – Cement role is designed to provide a structured and practical introduction to cement manufacturing operations. The purpose is to support the safe, efficient, and high-quality production of cement while developing the skills, knowledge, and behaviors required for a long-term career in the industry. This apprenticeship is ideal for individuals looking to gain hands-on experience, earn a recognised qualification, and contribute to the essential work of building and maintaining the UK's infrastructure.

Key Tasks and Responsibilities

- Supporting a safe working environment and being a role model for safety and wellbeing
- Participating in safety briefings and inspections
- Learning to operate and monitor crushers, mills, kilns, and conveyors
- Assisting in controlling process parameters to ensure quality and efficiency
- Supporting automated bagging and palletising systems
- Conducting quality checks and maintaining dust control systems
- Assisting with bulk cement loading into railcars
- Inspecting equipment and coordinating with logistics
- Learning about raw material extraction and transport
- Supporting inspections and gaining exposure to blasting and environmental controls
- Conducting routine inspections and supporting basic maintenance
- Maintaining a clean and safe working environment
- Working closely with colleagues to drive continuous improvement
- Communicating effectively and contributing to team success

Key Characteristics

The ideal candidate will:

- Strong commitment to safety and responsibility
- Team player with good communication skills
- Positive attitude and willingness to learn
- Motivation to succeed and take pride in your work

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

You are/have:

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)

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.