

Job Description

Primary Information

Job Title	Mechanical Engineer Graduate
Division	Tarmac
CRH / Tarmac Leadership Level	Individual Contributor
Location(s)	Dunbar OR Aberthaw OR Tunstead
Function	Cement

Position Overview

Purpose and scope of the role.

The Graduate Mechanical Engineer will join Tarmac's UK and Ireland Cement and Packed division as part of a structured 3-year graduate development programme. The purpose of this role is to develop engineering expertise, contribute to plant performance, and support the production of cementitious products that are vital to UK infrastructure. This role is designed to build future leaders in mechanical engineering within the building materials industry.

Key Tasks and Responsibilities

- Participate in a comprehensive development programme, including technical and leadership training.
- Gain hands-on experience in cement manufacturing, engineering processes, and plant operations.
- Work closely with cross-functional teams including Engineering, Maintenance, Health & Safety, Procurement, and HR.
- Be involved in real-world projects that impact plant efficiency, safety, and sustainability.
- Be based primarily at one plant for the first three years, with opportunities for rotations across UK and Ireland or international assignments thereafter.
- Learn and apply mechanical engineering principles in a cement production environment.
- Monitor and analyse plant performance data to identify and resolve bottlenecks.
- Support continuous improvement initiatives to enhance output, stability, and environmental performance.
- Participate in root cause analysis of unplanned downtime and recommend corrective actions.
- Ensure compliance with safety policies and actively promote a culture of safety.
- Contribute to the integration of new systems and technologies into plant operations.

Key Characteristics

For this role you should be/have:

- You'll be willing to travel to different sites locations across the UK as part of your training programme, holding a full UK driving licence is therefore required.
- Self-starting and strong collaboration skills, being able to work as part of a team and independently.
- Strong numerical & analytical skills
- Excellent communication and interpersonal skills.
- Organised with the ability to prioritise and multi-task.

- A genuine passion to grow a successful career in this field.

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

Essential:

- Degree in Mechanical Engineering.
- Willingness to relocate across the UK and Ireland, with potential for international assignments.
- For this role you must be able to travel daily to your designated work location, as well as to other sites across the UK when required. Please note: our cement plants are typically situated in remote areas with limited access to public transport

Desirable:

- Strong analytical, communication, and organisational skills
- A proactive approach to safety, learning, and continuous improvement
- Self-motivated, adaptable, and eager to contribute to team success

Other (Key) Dimensions

- While learning in your day-to-day role, you will also 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.
 - Mentorship and guidance from experienced engineering and operational leaders.
 - Access to the Tarmac Graduate Community for peer learning and support.
 - Opportunities for placements across the UK and Ireland, with potential for international assignments.
 - Exposure to a wide range of technical and business functions to support career progression.
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