

Job Description

Primary Information

Job Title	Finance Intern- Year in industry
Division	Tarmac
CRH Leadership Level	Individual Contributor
Location(s)	United Kingdom
Function	Finance

Position Overview

This internship offers a unique opportunity for a Year in Industry student to gain hands-on experience within the Finance function of one of the UK's leading construction companies. The purpose of the role is to provide exposure across various departments within Tarmac's UK & Ireland Finance team, helping you develop a broad understanding of financial operations in a dynamic business environment. This programme also serves as a pipeline for identifying future graduate talent.

Key Tasks and Responsibilities

As a Finance Intern, you will:

- Support key financial activities and develop a strong understanding of the Finance function's core purpose.
- Assist in preparing financial reports, budgets, and forecasts to inform strategic business decisions.
- Collaborate with cross-functional teams to provide financial insights that support manufacturing and production processes.
- Contribute to continuous improvement initiatives across financial processes, performance analysis, and risk management.
- Gain experience across different UK sites through short-term secondments, with support provided for any associated costs.
- Build strong working relationships with both Finance and wider business teams.
- Use various financial systems and software tools to perform data analysis and reporting.

Key Characteristics

Essential

- A genuine interest in pursuing a career in Finance and working towards a professional qualification.
- Strong numerical and analytical skills.
- Willingness and ability to travel to the office and other UK sites.

Desirable

- Organised and analytical, with the ability to multitask effectively.
- Strong communication and collaboration skills.
- Adaptable, proactive, and eager to learn in a fast-paced environment.
- A genuine passion to grow a successful career in finance and pursue a professional qualification.

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.