

## Job Description

### Primary Information

<b>Job Title</b>	General Management Graduate
<b>Division</b>	Tarmac
<b>CRH / Tarmac Leadership Level</b>	Individual Contributor
<b>Location(s)</b>	Quorn House
<b>Function</b>	Cement and Packed

### Position Overview

This graduate role is designed to develop future leaders within Tarmac by providing a comprehensive understanding of general management across our Cement & Packed division. Through structured rotations and hands-on experience, you'll gain insight into how we produce essential materials for the UK construction industry, manage operations, and lead teams.

### Key Tasks and Responsibilities

As a General Management Graduate, you will:

- Rotate through key business areas including:
- Operations & Engineering
- Commercial & Marketing
- Customer Services & Logistics
- Technical & Product Development

You will gain practical experience by:

- Operating mobile plant and supporting site audits
- Engaging with customers and contributing to safety and process improvements
- Participating in cross-functional projects that impact real-world infrastructure
- Work across multiple sites and functions, with potential for international assignments through our parent company, CRH
- Receive support from a dedicated line manager and mentor throughout the programme
- Take part in Tarmac's Graduate Core Skills Development Programme to enhance business acumen, leadership capabilities, and professional networks

### Key Characteristics

- **Essential:**
- A degree in any subject discipline
- Willingness to travel and work across the UK & Ireland
- Full UK manual driving licence

#### **Desirable:**

- Strong organisational, communication, and analytical skills
- A safety-first mindset

- Curiosity, motivation, and a passion for learning
- Enthusiasm for construction, manufacturing, and production

### 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

<b>Shape our future</b>	<p><b>Customer Focus</b> - Building strong customer relationships and delivering customer-centric solutions.</p> <p><b>Self-development</b> - Actively seeking new ways to grow and challenge using both formal and informal development channels.</p>
<b>Drive our impact</b>	<p><b>Action Oriented</b> - Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.</p> <p><b>Drives Value</b> - Consistently achieving results, even under tough circumstances.</p> <p><b>Situational Adaptability</b> - Adapting approach and demeanour in real time to match the shifting demands of different situations.</p>
<b>Inspire our people</b>	<p><b>Collaborates</b> - Building partnerships and working collaboratively with others to meet shared objectives.</p> <p><b>Communicates Effectively</b> - Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.</p> <p><b>Fosters Inclusivity</b> - Recognises the value that different perspectives bring to an organisation.</p> <p><b>Instils Trust</b> - Gaining the confidence and trust of others through honesty, integrity, and authenticity.</p>

#### Experiences

<b>Delivering at Scale</b>	<p><b>Business partnering (Functions)</b> Built respectful enduring relationships with internal and external stakeholders. Achieves outcomes that meet both their own needs and that of their stakeholders.</p> <p><b>Continuous improvement and operational excellence</b> Suggested improvements to existing procedures. Driven greater efficiencies and streamlined processes within assigned area.</p> <p><b>Promoting a safety climate</b> Improved the safety of products and production / operational processes. Dealt with an important safety related issue.</p>
<b>Broadening Perspective</b>	<p><b>Business exposure</b> 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.</p>

<b>Key Challenges</b>	<p><b>Communicating with senior stakeholders</b> Experience interacting with and tailoring their communication to engage senior audiences.</p> <p><b>Domain expertise</b> Holds relevant qualifications, knowledge, and experience in their area of responsibility. Could include academic qualifications e.g. accountancy, IT programming languages.</p> <p><b>English language proficiency</b> Has the English language skills required to do their job effectively.</p>
<b>Other (Key) Dimensions</b>	
<ul style="list-style-type: none"> <li>• 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.</li> <li>• Mentorship and guidance from experienced engineering and operational leaders.</li> <li>• Access to the Tarmac Graduate Community for peer learning and support.</li> <li>• Opportunities for placements across the UK and Ireland, with potential for international assignments.</li> <li>• Exposure to a wide range of technical and business functions to support career progression.</li> </ul>	