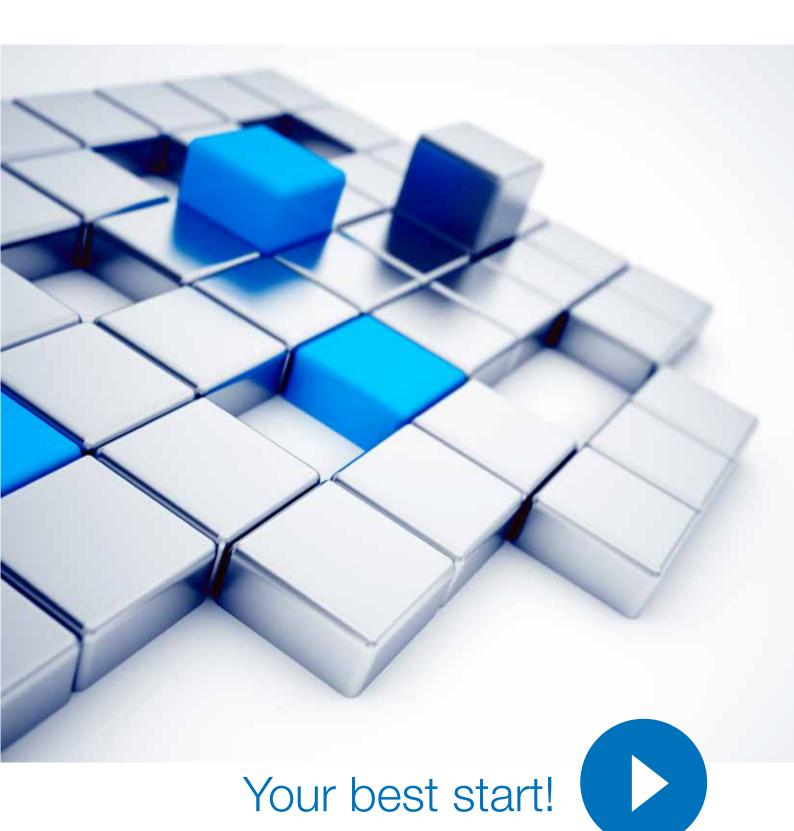


CRH ITP Cement International Technical Program — Cement





Welcome message



CRH is a leading global diversified building materials group, employing 87,000 people at 3,800 operating locations in 31 countries worldwide. With a market capitalisation of €27 billion (April 2017), CRH is the largest building materials company in North America and the second largest worldwide.

The Group has leadership positions in Europe as well as established strategic positions in the emerging economic regions of Asia and South America. CRH is committed to improving the built environment through the delivery of superior materials and products for the construction and maintenance of infrastructure, housing and commercial projects.

Our range of businesses and worldwide locations, along with our growth aspirations, enables us to provide great career opportunities for our people to develop and succeed.

Our Company is driven by long-term success through development of our staff so we have created great opportunities for talented staff especially from technical universities.

Our International Technical Program – Cement is a unique opportunity for the best graduates, offering them challenging assignments in multicultural environments, working abroad, and working with experienced colleagues who will share their expertise.

They will get in-depth information about the production of cement and knowledge of operations.

We honestly believe that talented engineers will recognize this program as being the best possible start to their careers and will help them become leaders in their chosen field of work.

Come and join us!

CRH Group History

CRH was formed through a merger in 1970 of two leading Irish public companies Cement Limited (established in 1936) and Roadstone Limited (1949)

For over four decades, CRH has developed and implemented a proven model of business improvement.

By building better businesses across our international operations, we have grown to be a leaders in the global building materials industry.

Timeline



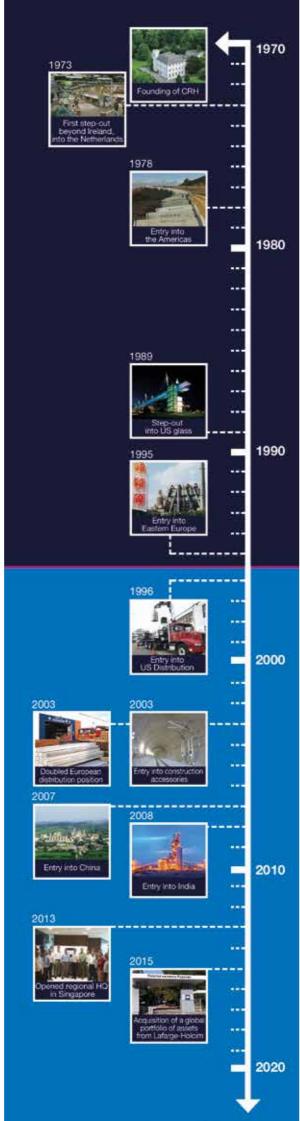
The really interesting thing for me was to see that the lecturers we have on the training program were our own people and experts from the factories; the depth of knowledge they showed was fantastic.

Seamus Lynch, Managing Director CRH Group Technical Services



The CRH International Technical Program – Cement provides a fantastic opportunity for talented and ambitious graduates to build their career in a world leading building materials organisation.

Claire McCarthy, HR & Talent Development Director, Europe Heavyside East



CRH now

A Global Leader in Building Materials

CRH is one of the world's leading building materials companies, with a business that spans 31 countries and which serves all segments of construction industry demand. CRH subsidiary companies employ over 87,000 people at around 3,800 locations around the world and in 2016 generated sales of €27.1 billion.

CRH at a glance

- 31 countries
- c3,800 locations
- 87,000 people
- €27.1bn revenues (2016)

A Fortune 500 company, CRH is a constituent member of the FTSE 100, EURO STOXX 50 and ISEQ 20 equity indices. Our shares are listed on the London and Dublin stock exchanges, and on the New York stock exchange in the form of American Depositary Shares.

Our Geographic Footprint and Organization

The Group's major businesses are in Europe and North America, and has growing positions in Asia. Operations focus on three closely related core businesses: primary materials, value-added building products and building materials distribution.

CRH is organized into the following segments: Europe Heavyside, Europe Lightside, Europe Distribution, Americas Materials, Americas Products, Americas Distribution and Asia. These segments are supported by a lean Group centre. This Group structure is designed to facilitate growth in a balanced and sustainable way; consistently and over the longer term.

Our Products

CRH provides building materials across the spectrum of the construction industry – from building foundations to frame and roofing, to fitting out interior spaces, to improving exterior environments, to on-site works and infrastructure projects, our materials and products are used extensively.

Our Commitment

We are committed to improving the built environment and we understand the wider impact our businesses can have in supporting human activity through the delivery of superior building materials and products for use in buildings, roads, public spaces, infrastructure and other construction areas.

Our Vision

To become the leading building materials business in the world and by doing so deliver value and superior returns for all our stakeholders.



I am really glad to be a part of the first Cement Basics Seminar which is being held as a part of the International Technical Program – Cement in CRH.

John Madden, Technical Manager CRH Europe South East



The fact that we have the young colleagues here sharing experience with senior leaders and experts from the cement business is invaluable and it will be a key success factor for their future.

Frederic Aubet, CRH Serbia Managing Director

What can talented people expect?



What is International Technical Program – Cement?





It is a two years program aimed at attracting, retaining and developing technical talents in Cement Operations, by offering a structured and accelerated learning framework, while helping participants build a strong professional network across the Region.

It is a pilot program that the Group intends to extend throughout its Europe Heavyside business.

Our vision is to create, enlarge and develop a broad and common pool of talent able to deliver a high performance of our business.



I welcome talented people joining our International Technical Cement Program. This training is a journey; a journey from where you are now to a greater set of skills and knowledge, it's a journey from being identified as top, local talent to becoming a part of our global talent pool.

Maryna Mukhodinova, HR Director, CRH Ukraine

We believe in recruiting the very best talent.

- Strong leadership and talent management are key strengths of CRH. The Group has a considered strategy that focuses on talent identification, nurturing, and succession planning.
- Challenging work assignments, special projects, formal training courses as well as coaching and mentoring programs will
- empower you to continue your professional development.
- Our corporate culture is open with lots of transparency with space for employees to make a contribution.
- You will have an opportunity to contribute and make a difference from the start.



This program helps me to accumulate new knowledge, new ideas and to improve my daily business performance.

Tiberiu Adrian Solomon, Trainee. CRH Romania



I hope in this training will be organised again in the future for the next generations of engineers.

George Valsan, Trainee. CRH Romania



Why is this program important for you?



We have invested great effort with our leaders to make such an amazing opportunity and program for talented graduates.



We truly believe it is an opportunity worth pursuing because the program:

- Smoothly integrates the participants into the plant and the culture (organization, teams, processes, "the way of doing things around here").
- Creates a structured development path, by accelerating the learning process of Cement fundamentals, as well as soft and managerial skills.
- Offers the opportunity to start contributing to plant performance early on.
- Supports professional networking beyond the plant and country boundaries.



The technical program is good because the engineers from the region meet each other; ensuring the international network is being developed from the beginning or their careers.

Micaela Westén, Quality Engineer Finnsementti Finland

Can you find your opportunity here?



If you can see yourself in this programme, if you are curious, willing to work with open-mind with friendly colleagues, then you just need to be:

- A recent graduate from a technical university
- Proficient in English
- Nationally and internationally mobile
- Have strong development potential
- Willing to learn
- A team player
- Results orientated
- Determined and committed





The training is delivered by experts and our talented trainees had a great opportunity to gain basic technical knowledge in cement manufacturing and to build a strong network for further developing their careers.

Milos Milojevic, CRH Serbia Plant Manager



It is a very useful program for junior engineers. When I was the same age as they are now, I could have only dreamed about it.

Konstantin Levitsky, Head of Quality Control and Laboratory, CRH Ukraine

Step 0 - Recruitment

Starting point

RECRUITMENT

- A key step in finding the right candidates
- Timing and duration decided by each country

Step 1 - Launch Day

- Create momentum to introduce the program and to align and engage all of the key players
- Chaired by business leaders (Regional Senior Vice-Presidents / Country Managing Directors)
- Duration: 2 hours

PROGRAM

LAUNCH

Launching

Step 2 - Initiation

- Objective: to get acquainted with the plant and cement manufacturing process
- Duration: 3-6 months Complete specific
- assignments in each workshop of the plant Access to VDZ on-line
- training and use the Cement Engineer Handbook Attend "Self Management"
- and "Presentation Skills" training (locally) Guided by mentors
- plant management Each participant assessed at the end of initiation step

and supported by

Step 3 - Cement Basics

- Objective: to acquire the basics of cement manufacturing knowledge
- Centrally delivered, organized in plants by rotation
- Duration: 8 days
- Networking opportunity
- Training modules cover main topics of cement manufacturing

CEMENT BASICS

knowledge in cement manufacturing Formal training session centrally organised **Assessment**

at plant level

INITIATION

3-6 months

Getting familiar with the plant On-the-job learning assignments Soft skills training modules

2-3 weeks

Acquire foundation

What can you expect?

MANAGEMENT BASICS 1-2 weeks

PROGRESSION

Develop basic management skills Sharing of technical

experience Formal training session centrally organised

Project completion and presentation in front of the plant management team

PERFORMANCE 6-9 months

Apply the acquired knowledge in a real job Soft skills training modules

MOBILITY 12 months

Short term international development assignment Assessment at plant and country level

Step 4 – Progression

 Objective: start applying cement manufacturing basic knowledge in own daily job

9-12 months

Apply foundation

knowledge in cement

manufacturing

On-the-job learning

assignments Soft skills

training modules

- Duration: 9-12 months
- Assignment: individual project, based on a real need of the plant
- Supervised by own manager and supported by mentor
- Attend "Focusing on Results" and "Teamwork and networking" training (locally)
- Also attend centrallydelivered modules "Analytical Troubleshooting and Problem Solving" by Kepner Tregoe and "Technical Report Writing" by Institution of Mechanical Engineers London
- Assessment: defend the project in front of the pant management team

Step 5 - Management **Basics**

- Objective: acquire basic management skills related to plant work
- Centrally delivered, organized in plants by rotation
- Duration: 1 week
- Networking opportunity, by exchanging previous technical experiences
- Training modules cover key topics of cement plant management

Step 6 – Performance

- Objective: apply the acquired knowledge in own daily job and start delivering high performance
- Duration: 6-9 months
- On-the-job learning
- Supervised by own manager and supported by mentor
- Attend "Team Management" and "Stakeholders" Management and Internal Influence/Politics" training (locally)
- Final assessment of the participant, with participation of country's top management; the champions to be nominated for Step 7

Step 7 - International **Mobility**

- Two fold objective: Enhance the acquired professional and management knowledge and broadening the horizon, by being exposed to a different work environment and culture Contribute to host plant performance
- Duration: 6-12 months, in another plant from the region
- It is not a mandatory step for all participants; it is addressed to the "best in class", but also depends on the needs of the potential host plant placements
- These short placements will be organized in line with the CRH Group International Mobility Policy

Who will support you?



What should you do now?





The International Technical Program – Cement is the result of the combined effort of many people.

Once you have decided to get on board, it is up to you to make it a success for your career and professional development.

It is not an easy endeavour. It requires commitment, pro-activity, self-discipline, sustained efforts and passion. But it is a highly rewarding experience, as it might be the first step to build an exciting career with CRH, where the possibilities are endless!



This type of training is a great opportunity for engineers and trainees to get a full picture of cement process manufacturing.

Tarja Miettinen, Quality Engineer Finnsementti Finland

While you will be responsible for your training, you will certainly not be alone.

Joining this program is a unique development opportunity.

You will be part of an international group of participants who will undertake this journey together. You will benefit from regular exchanges with your cohort and get the chance to develop your professional network.

During the program, you'll be assigned a mentor, who will guide and support you throughout the whole learning process. They act as a sounding board and check and assess your work.

And, last but not least, they will challenge you to give your best all the way.

You will be also supported by your your line manager who will coach you and make sure you get the best learning opportunities, achieved through meaningful projects.

The plant manager will be your main sponsor. They will supervise your progress and make sure you have all necessary resources available. They will assess your overall performance and suggest further development.

Finally, you will be supported by the Senior Executives (County Managing Director, Regional Senior Vice-President, and Group Technical Services Senior Management) who sponsor the entire ITP-Cement program.



I am very satisfied with this program, I learned a lot of things regarding the technical issues and met a lot of nice people here!

Vojkan Mladenovic, trainee, CRH Serbia



It is a pleasure to share our knowledge with a group of people who wants to share knowledge and to learn something new.

Pavol Kočiš, Process & Environmental Manager, CRH Slovakia



Organizing this type of training is a great idea and is a significant event in our lives.

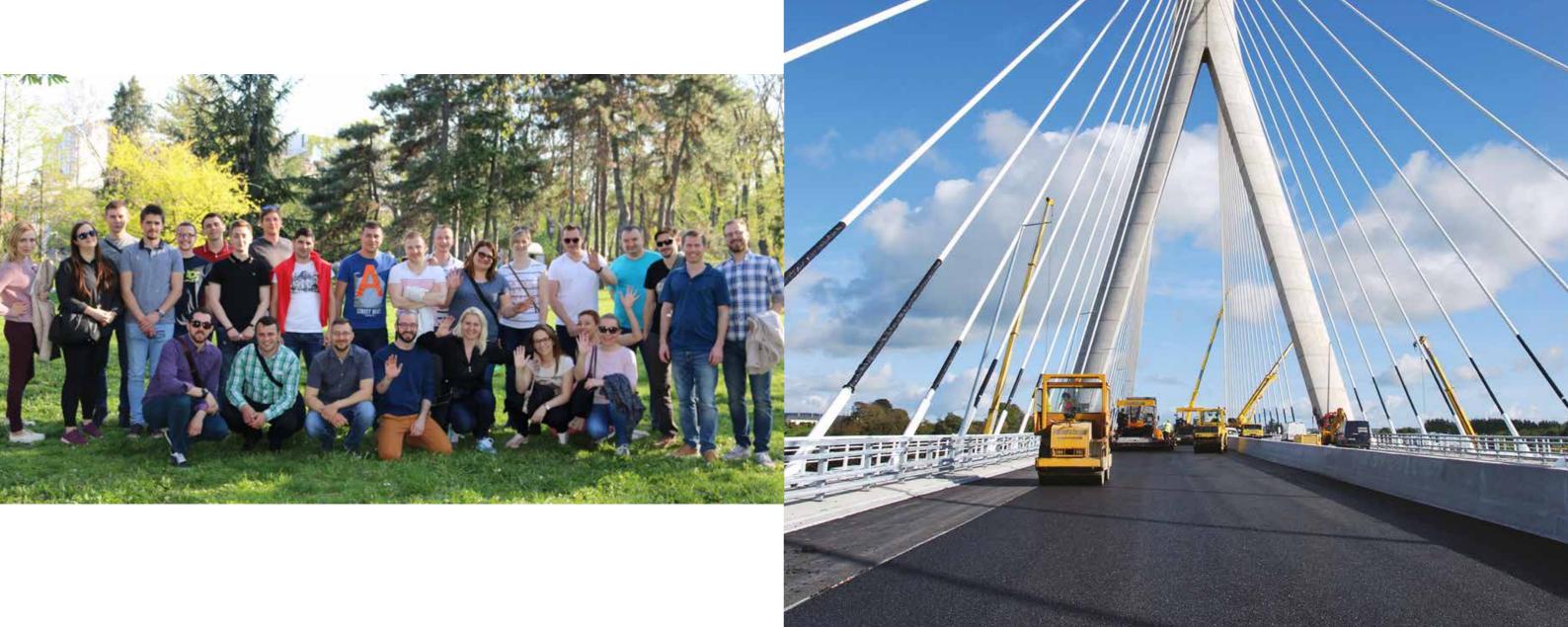
Oleksandr Kholod, Trainee, CRH Ukraine

Join us!



Your future in CRH is an open road that stretches as far your career aspirations!

Join our team and apply immediately on your local CRH company's website.



Your best start!