UK cement career journey planner

Kiln Controller /

Minimum time in role:

Apprentice: I-2 years

Shift Analyst

Quarry

Lab Supervisor

Grad: 2 years

Minimum time in role: 3 years

Maintenance Electrician

Minimum time in role: 3 years,

Maintenance Fitter

Minimum time in role: 2-3 years

Additional skills, experience and knowledge key:

Manager

in role: 3 years

Higher Apprentice

Graduate Trainee

Minimum time in role:

Quarry Supervisor

Minimum time in role:

Minimum time in role: 3 years

Electrical Apprentice

Engineering Graduate

Minimum time in role: 2 years

Mechanical Apprentice

Minimum time in role: 4 years

Minimum time in role: 4 years

Manager

3 years

3 years

Laboratory

Minimum time in role: 3 years

See where Heidelberg Materials UK's typical cement career paths Technical Director could take you and the additional skills, experience and knowledge Minimum time in role: required to get you there. 19 Plant Manager Minimum time in role: 5 years Cement Engineer Shift Manager Minimum time in role: Minimum time in role: 3 years Quality Apprentice: 3 years, Grad: 2 years Grad: I year Manager Minimum time in role: 2 years **Operations** Manager **Process Engineer** 9 (10) Minimum time Minimum time in role: in role: 3 years Assistant Apprentice: 3 years, Apprentice/Grads/ Grad: 2 years Production Quarry Manager Manager to complete 2 out of Minimum time the 3 following roles Kiln Engineer / Senior Process Engineer in role: 3 years before moving on to Production Minimum time in role: the next step Supervisor Apprentice: 3 years, Grad: 2 years Min: 2 years Laboratory route can progress 5 11 12 13 to either Production Supervisor or Quality Manager Electrical Supervisor **Electrical Engineer (1)** (3) (4) Minimum time in role: 3 years, Minimum time in role: 2 years Grad: 2 years Engineering Manager Mechanical Engineer Head of MCC Minimum time Minimum time Minimum time in role: 3 years in role: 3 years in role: 3 years Mechanical Supervisor Reliability Engineer Minimum time in role: 3 years Minimum time in role: 3 years



4 People management

6 EiT programme

VDZ programme

- 5 Finance 9 Leadership
 - 10 Senior leadership
 - Strategic thinking

8 Recruitment and selection

- Wider business knowledge
- 3 Stakeholder management
- (4) Cement technical knowledge
- (5) Strategic planning
- 16 Wider business context
- Influencing skills
- (8) Wider stakeholder management
- 19 Advanced leadership

