



Position Description

Job Title: Lead Carpenter

Team: Build

Reports To: Lead Superintendent

FLSA Status: Non-Exempt

Billable Hours: 40 hours per week

Status: Full-Time

Position Summary

The Lead Carpenter is a hands-on field leader responsible for executing daily construction activities and guiding carpentry crews to deliver high-quality, sustainable building projects. Working closely with the Site Superintendent, the Lead Carpenter coordinates crew activities, interprets construction documents, and ensures work is completed in accordance with project plans, building codes, and high-performance building standards. This role combines skilled carpentry with team leadership, jobsite safety, and mentorship to maintain production goals, quality expectations, and Green Hammer's commitment to efficient and environmentally responsible construction.

Core Responsibilities

1. Crew Coordination (20%)

- Coordinate daily work scope and production activities with the Superintendent.
 - Communicate daily production goals and expectations to crew members.
 - Ensure required tools, materials, and equipment are available on site.
 - Support crew members in resolving construction questions and challenges, escalating issues to the Superintendent when necessary.
 - Maintain clear communication between field staff, subcontractors, and the Superintendent.
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2. Production (70%)

- Perform skilled carpentry work including demolition, foundation work, framing, window and door installation, siding, trim carpentry, painting, and punch list completion.
- Lead by example in maintaining high standards of craftsmanship and productivity.
- Execute construction tasks in accordance with project plans, specifications, and building codes.
- Identify and help resolve field issues that affect schedule, quality, or constructability.

3. Jobsite Cleanliness + Recycling (5%)

- Maintain a clean, safe, and organized jobsite.
- Ensure crew members and subcontractors follow jobsite cleanup expectations.
- Support Green Hammer's material reuse and recycling practices.

4. Administration (5%)

- Attend required safety trainings and company meetings.
- Respond to company communications.
- Submit accurate weekly timecards and project expense documentation.
- Perform other duties as assigned.

Success in This Role Looks Like

- Projects stay on schedule and daily production goals are consistently met.
 - Work completed by the crew meets Green Hammer's standards for craftsmanship, building performance, and attention to detail.
 - Jobsites are organized, safe, and reflect professional construction practices.
 - Crew members clearly understand daily expectations and work effectively as a team.
 - Field issues are identified early and communicated clearly to the Superintendent.
 - Materials and tools are organized and ready for efficient workflow.
 - Crew members grow in skill, knowledge, and professionalism through mentorship and leadership.
 - Projects reflect Green Hammer's commitment to sustainability, waste reduction, and responsible building practices.
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Key Competencies

Leadership

Provides clear direction to crew members, sets expectations, and leads by example through professionalism, accountability, and craftsmanship.

Construction Expertise

Demonstrates strong knowledge of residential construction practices, sequencing, building science, and high-performance building systems.

Communication

Communicates clearly with crew members, subcontractors, and supervisors to maintain workflow, resolve issues, and support project success.

Problem Solving

Identifies field issues early and works collaboratively to develop practical solutions that maintain schedule, safety, and quality.

Quality and Craftsmanship

Maintains high standards of workmanship and attention to detail consistent with Green Hammer's expectations for durable, high-performance buildings.

Safety Awareness

Promotes and maintains a safe jobsite through awareness, training participation, and adherence to company safety practices.

Sustainability Mindset

Supports Green Hammer's mission by promoting efficient material use, waste reduction, and best practices for environmentally responsible construction.

Qualifications + Requirements

- Minimum **10–15 years of residential construction experience**, including experience leading field crews.
- Proficiency reading and interpreting full construction plan sets (architectural and structural).
- Strong understanding of multiple construction disciplines including excavation, concrete work, framing, weather-resistive barriers, windows and doors, siding, and finish carpentry.
- Ability to lead a crew while also performing hands-on carpentry work.
- Strong communication skills and ability to work collaboratively within a project team.
- Ability to work independently and exercise sound judgment in field conditions.
- Reliable work truck or van and valid driver's license.
- Personal set of professional-grade hand and power tools (tool list review upon application).
- Able to lift 70 pounds, climb ladders, work at heights, and perform physically demanding work.
- OSHA-10 certification and/or Lead Renovation, Repair & Painting (RRP) certification preferred.

