



## **Job Title: Lead Carpenter**

Stillwater Design Build is a full-service residential construction company serving the Greater Victoria area. We specialize in building sophisticated, West Coast-inspired, energy-efficient homes, and our team is growing. If you are a detail oriented Red Seal Carpenter with a strong track record of leadership and experience in residential construction, we'd love to hear from you!

Join our expanding company by emailing your resume to [careers@stillwaterdesignbuild.ca](mailto:careers@stillwaterdesignbuild.ca)

## **Role Description**

As the Lead Carpenter, you'll contribute to the success of our growing company by managing work crews and liaising with our site superintendents, project managers, and trade partners to ensure the highest quality of workmanship and on-time delivery. You will model and encourage our values of excellence, transparency and accountability, trust and respect, teamwork and professionalism. Your influence and management of work crews will directly impact the company's success.

As a leader on the site, the Lead Carpenter will mentor and instruct other Stillwater team members on active construction activities. Embedding a culture of craftsmanship, safety and mentorship is critical to the success of the company. The Lead Carpenter reports directly to the Site Superintendent.

## **Position-Specific Standards**

- To act with patience, empathy, respect, and positive intention towards all team members.
- To focus on outcomes and provide teams with clear direction and goals.
- To lead by example at all times.
- To provide fair and constructive feedback to aid in the skills development of Stillwater team members.
- To always act as an ambassador of Stillwater.

## **Roles and Responsibilities**

- Ensure the consistent delivery of top-tier workmanship and accountability among Stillwater team members, subcontractors and trade partners.
- Maximize team performance through effective motivation and encouragement.

- Demonstrate the skillset to provide instruction and training to apprentice carpenters on all aspects of the build.
- Possess the capability to contribute as a carpenter wherever necessary at any stage of the project (foundation formwork through stain-grade finishing).
- Manage safety initiatives and oversee job site safety for the onsite trades team and subcontractors.
- Run a clean, organized site.
- Follow blueprints and engineering speculations accurately. Complete work in a timely manner with efficiency and accuracy.
- Adhere to city inspections and fire regulations.
- Provide verbal recommendations and feedback as issues arise concerning projects or staff.

## **Qualifications and Job Requirements**

- Minimum 5 years experience as a Red Seal Carpenter leading projects in residential construction.
- Strong problem solving skills.
- Dependable team player with a proactive attitude.
- Demonstrated reliable attendance and punctuality.
- Strong abilities in prioritizing and managing time effectively.
- Exceptionally organized and detail-oriented.
- Must be able to work in a fast paced environment.
- Demonstrated ability to set priorities.
- Excellent verbal communications skills.
- Must be able to work outdoors.
- Must be capable and willing to use/learn project management software
- Strong knowledge of progressive building techniques (ex. passive house training).
- Proficient understanding of construction and building techniques with the capability to comprehend and interpret contract drawings and specifications.

## **Why Work With Us**

- Be part of a team that builds one-of-a-kind stunning custom homes
- \$500 gas card to offset your commuting fuel expenses.
- Annual vacation giveaway draw, valued at up to \$5000\*.
- Career advancement and training opportunities.
- Collaboration and input from all team members are welcomed and valued.
- Regular social events to build camaraderie.

## **Benefits**

- A Health Spending Account (HSA) is provided to cover eligible medical expenses, offering flexibility and control over your healthcare choices after a 6-month probationary period.
- 2 weeks of paid vacation.
- 5 paid sick days

→ Paid training opportunities.

At Stillwater Design Build, we are committed to creating an inclusive and diverse workplace. We welcome applications from candidates of all backgrounds and experiences.

Job applicants must be legally entitled to work in Canada to be considered for this position. We appreciate your interest in Stillwater Design Build. While we review all applications carefully, only shortlisted candidates will be contacted.

\*To qualify for the giveaway, employees must have been employed for a minimum of 6 months with the company. The drawing will occur during the annual holiday party.

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Hourly Wage: \$38-\$42/hr depending on experience

Work Shift: Mon-Fri, 7:30am - 4:00pm, 40 hours work