



Highmark Builders is looking for experienced **Lead Carpenter**. Our Lead Carpenters play a crucial role in overseeing and executing all carpentry tasks related to the construction of custom homes. Lead Carpenters work closely with the construction team to ensure the highest standards of craftsmanship, safety, and efficiency throughout the building process. This position is responsible for leading all carpentry labor on the job site by completing daily and weekly job planning, providing onsite training, assessing labor skillset, and meeting production and profit goals. **Pay:** \$30 - \$35 per hour

Responsibilities:

Carpentry Expertise:

- Interpret and execute custom home construction plans, including framing, roofing, siding, and interior finishing.
- Ensure all carpentry work meets local building codes and quality standards.

Leadership and Supervision:

- Supervise all work done by employees to ensure it's up to the Highmark standard.
- Lead and supervise a team of carpenters and laborers, assigning tasks and ensuring work is completed on time and to specifications.
- Provide guidance and training to junior carpenters to enhance their skills and knowledge.

Project Management:

- Collaborate with project managers and subcontractors to schedule and coordinate carpentry tasks within the overall construction timeline.
- Manage material by forecasting need, receiving deliveries to check for quality, and maintaining proper storage on site.

Quality Control:

- Conduct regular inspections to guarantee the quality and precision of carpentry work, making necessary adjustments and corrections.
- Maintain a clean and safe work environment, following all safety protocols.

Communication:

- Communicate effectively with team members, subcontractors, and clients to address concerns, provide updates, and resolve any issues that may arise during the construction process.

Problem Solving:

- Collaborate with the Job Supervisor and Project Manager to problem solve.
- Identify and resolve construction-related challenges and make recommendations for process improvements.
- Collaborate with the project team to develop creative solutions to unexpected issues.

Qualifications:

- Proven experience as a lead carpenter in custom home construction.
- Strong carpentry skills and knowledge of various construction materials, tools, and techniques.
- Proficiency in reading and interpreting blueprints and construction plans.
- Leadership and supervisory skills with the ability to mentor and guide junior carpenters.
- Excellent project management and organizational skills.
- Attention to detail, commitment to quality, and dedication to safety.
- Effective communication and problem-solving abilities.



- Understanding of local building codes and regulations.
- Proficient in interior finish work.
- Provide your own tool belt with small hand tools.
- Proficient math skills with the ability to teach others.
- Proficient in reading blueprints and structural plans.
- Proficient skill in roof framing- truss layout and installation, hip roof framing.
- Proficient skill in wall layout and most cabinet installations and ability to cut and frame stairs and build curved walls.
- Valid driver's license with a good driving record and ability to pass an MVR screening.
- Must pass a background check.
- Valid DOT Medical Card or the ability to obtain DOT Medical Card.

What Highmark Companies offers to you:

- Competitive Base Salary
- Company Vehicle + Fuel Card
- Health Insurance- Company pays 100% of employee premium
- Health Savings Account
- Dental
- Vision
- Life Insurance
- Long-Term & Short-Term Insurance
- 401K + Company Matching
- Paid Holidays
- Responsible Paid Time Off Policy (flexibility to take time off to balance life outside of work)
- Profit Sharing
- Employee Discount Program
- Paid Employee Referral Program
- Great culture and team dynamic

Highmark Companies has been named as one of the Top 200 Workplaces in Minnesota by the Star Tribune in 2022 & 2023! Top Workplaces recognizes the most progressive companies in Minnesota based on employee opinions measuring engagement, organizational health, and satisfaction. The analysis included responses from over 79,000 employees at Minnesota public, private and nonprofit organizations. We couldn't have gotten this amazing honor without our employees. **Come see what it's like to be a part of a Top Workplace!**

