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CARPENTER APPRENTICE

Catalyst Construction is a leading commercial construction management firm specializing in consistent and transparent processes. Our team is dedicated to excellence, fostering strong relationships, and driving continuous improvement in all we do. We align our work with core values of being Relational, Intuitive, Catalytic, Responsible, and Improving.

The Carpenter Apprentice is an entry-level role designed to provide hands-on training and practical experience in carpentry. Working under the guidance of experienced carpenters, the apprentice assists in various carpentry tasks while developing skills and knowledge in the trade. The role involves collaboration, learning, and adhering to safety and quality standards on construction sites.

POSITION TYPE AND COMPENSATION:

- Full-time hourly position
- Pay Range: \$20.84/Hour - \$28.93/Hour, depending on experience

CARPENTER APPRENTICE QUALIFICATIONS:

Minimum Requirements

- **Education:** High School Diploma or GED
- **Driving Eligibility:** Valid driver’s license and Motor Vehicle Record (MVR) must meet eligibility requirements for our insurance program, as the position requires driving.
- **Drug Screening:** Must be able to pass a drug screen, including testing for cannabis and illegal substances.

Experience and Skills

- **Industry Experience:** Some construction industry experience preferred, but not required.
- **Physical Requirements:** Ability to handle the physical demands of the job, including lifting and carrying materials.
- **Safety Knowledge:** Understanding of basic safety practices in construction.
- **Time Management & Collaboration:** Excellent time management skills, detail oriented, and strong ability to work collaboratively with others.
- **Learning & Development:** Capability and eagerness to gain knowledge and skills through hands-on experience and feedback, with an ability to retain the knowledge and tips given from co-workers.

Core Values Alignment:

- **Catalytic:** We move things forward with energy and initiative. We bring drive, urgency, and a “whatever it takes” mindset.
- **Improving:** We pursue growth relentlessly — in skills, systems, relationships, and outcomes.
- **Intuitive:** We see context, grasp complexity, and make decisions guided by insight, candor, and integrity.



- **Relational:** We value people deeply. We lead with empathy, listen well, speak with candor, and practice hospitality in how we work and serve.
- **Responsible:** We do what we say, finish what we start, and carry the weight with integrity.

CARPENTER APPRENTICE PRIMARY AREAS OF FOCUS:

- **Assisting Carpenters:** Support skilled carpenters in performing a range of tasks, including cutting, shaping, and installing materials.
- **Learning and Development:** Actively engage in on-the-job training to acquire carpentry skills and techniques.
- **Material Handling:** Transport materials and tools to and from job sites, ensuring they are used effectively and efficiently.
- **Safety Compliance:** Follow safety protocols and guidelines to maintain a safe working environment.
- **Quality Standards:** Help maintain high standards of workmanship and adhere to industry regulations.
- **Tool Usage:** Operate power tools and hand tools safely and effectively.
- **Communication:** Utilize smartphones or other devices for time tracking and team communication.

CARPENTER APPRENTICE BENEFITS:

- Competitive salary corresponding with experience.
- Comprehensive benefits package including health insurance, ancillary benefits, retirement plans, and professional development opportunities.
- Opportunity to work on diverse and challenging projects with a reputable organization committed to influencing positive change with every project, person, and community.

CARPENTER APPRENTICE PHYSICAL DEMANDS:

Carpenters work in both indoor and outdoor environments and may be exposed to dust, noise, and varying weather conditions. The role requires consistent adherence to safety protocols and use of personal protective equipment.

Key physical demands include:

- Regular lifting and carrying of materials and tools (up to 50+ lbs)
- Prolonged standing, walking, bending, kneeling, and crouching
- Climbing ladders or scaffolding to access work areas
- Manual dexterity for precision tasks such as measuring and cutting
- Physical stamina and endurance for long hours and physically demanding work

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

