



CARPENTER FOREMAN

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 Foreman is a leadership role responsible for overseeing carpentry projects from start to finish. This position involves managing a team of carpenters, ensuring that projects are completed on time, within budget, and to the highest quality standards. The Carpenter Foreman coordinates tasks, enforces safety regulations, and serves as the primary point of contact between the construction team and project manager.

POSITION TYPE AND COMPENSATION:

- Full-time hourly position
- Pay Range: \$34.73/Hour - \$40.51/Hour, depending on experience

CARPENTER FOREMAN 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:** Minimum 5 years of carpentry experience in the construction industry is required.
- **Physical Requirements:** Ability to handle the physical demands of the job, including lifting and carrying materials.
- **Safety Knowledge:** Understanding and ability to adhere to and enforce safety practices in construction.
- **Leadership and Management:** Proven ability to lead and manage a team effectively. Strong organizational and time management skills.
- **Attention to Detail:** High level of precision and attention to detail in all aspects of work.
- **Blueprint Reading:** Ability to read and understand blueprints and specifications.

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 FOREMAN PRIMARY AREAS OF FOCUS:

- **Project Management:** Oversee the planning, execution, and completion of carpentry projects. Ensure that work is carried out according to specifications, timelines, and budget.
- **Team Leadership:** Supervise and direct a team of carpenters and apprentices. Provide training, guidance, and support to ensure high performance and skill development.
- **Quantity Takeoff:** Perform quantity takeoffs by measuring and listing the materials, labor, and resources required for projects based on plans and specifications.
- **Resource Coordination:** Manage materials, tools, and equipment. Ensure that resources are available and utilized efficiently to avoid delays.
- **Quality Control:** Monitor work to ensure it meets industry standards and client expectations. Conduct inspections and implement corrective actions as needed.
- **Safety Enforcement:** Implement and enforce safety protocols on the job site to maintain a safe working environment. Conduct safety briefings and address any safety concerns.
- **Communication:** Act as the liaison between the construction team, project managers, and clients. Provide regular updates on project progress and address any issues or changes. Also, utilize smartphones or other devices for time tracking and team communication.
- **Problem-Solving:** Identify and resolve any issues that arise during the project. Make adjustments as needed to keep the project on track.

CARPENTER FOREMAN 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 FOREMAN 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.

