

FULL-TIME FINISH CARPENTER



S.R. Freeman, Inc. is a premier provider of high-end residential construction services, partnering with discerning general contractors and homeowners throughout Northern California.

We are seeking skilled Finish Carpenters with experience in high-end residential construction projects. The ideal candidate demonstrates exceptional craftsmanship, strong attention to detail, and a commitment to delivering high-quality work.

This is a steady, full-time position offering year-round employment, competitive compensation, and excellent opportunities for career advancement within a growing company.

COMPENSATION

- Competitive wages based on experience and skill level
- Opportunities for performance-based increases and advancement
- Please note: this position is non-prevailing wage residential construction work

REQUIREMENTS

- Minimum of 4 years of residential finish carpentry experience
- Strong knowledge of finish materials, trim installation, cabinetry, and fine woodwork
- High school diploma or equivalent preferred
- Ability to read and interpret architectural drawings, elevations, and finish schedules
- Proficiency with hand tools and power tools (Skilsaw, miter saw, jigsaw, routers, etc.)
- Must provide a basic set of hand tools (power tools supplied by S.R. Freeman, Inc.)
- Ability to lift up to 80 pounds and perform repetitive physical tasks
- Ability to work safely on ladders and in active construction environments
- Valid California Driver's License and reliable transportation
- Professional appearance and conduct; punctual and dependable
- Willingness to learn and utilize company software and technology as needed
- Bilingual (English/Spanish) preferred, but not required

RESPONSIBILITIES

- Perform all aspects of finish carpentry, including installation of:
 - o Cabinets and vanities
 - o Window trim and extension jambs
 - o Doors and hardware
 - o Baseboards and casing
 - o Stair skirts, railings, and cap boards
 - o Custom trim and finish details
- Measure, cut, assemble, and install finish materials to exact specifications
- Read and follow plans, elevations, and finish schedules accurately
- Install and adjust hardware and finish components with precision
- Maintain a clean, organized, and safe job site
- Lead or assist small crews as directed by the Foreman
- Communicate effectively with supervisors, team members, subcontractors, and general contractors
- Ensure projects are completed on schedule and meet company quality standards
- Follow all safety procedures and properly use tools and equipment
- Work overtime as needed to meet project deadlines



PERFORMANCE STANDARDS

- Demonstrates exceptional craftsmanship and attention to detail
- Consistently produces high-quality finish work
- Completes tasks efficiently and within established timelines
- Communicates clearly and professionally with team members and supervisors
- Maintains a positive attitude and professional demeanor on job sites
- Adheres to company policies, safety standards, and quality expectations
- Maintains excellent attendance and punctuality
- Keeps tools, equipment, and materials organized and well-maintained
- Consistently meets or exceeds supervisor expectations for productivity and workmanship

BENEFITS

- Full medical, dental, and vision insurance
- 401(k) with employer contribution
- Paid Time Off (PTO) and paid sick leave
- interest-free Tool Acquisition Program (TAP)
- Ongoing training and professional development
- Career advancement opportunities within a growing company
- Year-round work

