

# RESIDENTIAL CARPENTRY FOREMAN (WORKING FOREMAN)



S.R. Freeman, Inc. is a premier provider of high-end residential construction services to general contractors and homeowners throughout Northern California. We specialize in luxury custom homes and are committed to delivering exceptional craftsmanship, professionalism, and client service on every project.

We are seeking top-notch Working Foremen with a minimum of four (4) years of experience in residential rough framing and finish carpentry. The ideal candidate is a skilled carpenter, strong leader, effective communicator, and proactive problem solver who can successfully lead crews while actively working in the field.

## POSITION SUMMARY

The Residential Carpentry Foreman is responsible for planning, coordinating, and supervising daily field operations while actively participating in carpentry work. This position ensures projects are completed safely, efficiently, on schedule, and to SR Freeman's high standards of quality and craftsmanship.

The Foreman serves as a leader, coach, mentor, and technical expert who develops team members, maintains client satisfaction, and drives project success through planning, communication, accountability, and exceptional workmanship.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

### CREW LEADERSHIP

- Lead and supervise crews of carpenters, apprentices, and laborers.
- Conduct daily kickoff meetings and communicate production goals.
- Assign work tasks and establish daily expectations.
- Monitor crew performance, productivity, and quality.
- Coach, mentor, and train less experienced carpenters.
- Foster accountability, teamwork, and professional development.
- Address field performance issues and communicate concerns to management.

## **PROJECT COORDINATION & PLANNING**

- Execute and maintain project schedules and two-week look-ahead plans.
- Coordinate manpower, materials, equipment, and deliveries.
- Review blueprints, specifications, RFIs, sketches, and change orders.
- Anticipate project challenges and develop proactive solutions.
- Coordinate activities with Project Managers, Superintendents, General Contractors, Architects, Engineers, Homeowners, and Subcontractors.
- Ensure projects remain on schedule and within scope.

## **QUALITY CONTROL**

- Ensure all work complies with project plans, specifications, and company standards.
- Perform regular inspections of completed and ongoing work.
- Identify and correct deficiencies immediately.
- Maintain the highest standards of craftsmanship and attention to detail.
- Ensure finished work meets client expectations and project requirements.

## **SAFETY LEADERSHIP**

- Lead by example in promoting a safe work environment.
- Conduct jobsite safety meetings and inspections.
- Enforce company safety policies and OSHA regulations.
- Ensure proper use of Personal Protective Equipment (PPE).
- Maintain clean, organized, and hazard-free jobsites.
- Immediately address unsafe conditions or behaviors.

## **DOCUMENTATION & COMMUNICATION**

- Complete daily reports, project logs, and required documentation.
- Track project changes, field issues, and change orders.
- Communicate project progress and challenges to management.
- Maintain professional communication with clients, subcontractors, and trade partners.
- Coordinate effectively with office and field management teams.



## REQUIRED QUALIFICATIONS

### EXPERIENCE

- Minimum four (4) years of residential rough framing and finish carpentry experience.
- Previous experience as a Foreman, Lead Carpenter, Crew Lead, Superintendent, or similar leadership role preferred.
- Experience managing and directing construction crews.
- Experience working on luxury custom residential construction projects.

### TECHNICAL SKILLS

- Advanced knowledge of rough framing and finish carpentry techniques.
- Ability to read and interpret blueprints, specifications, layouts, and construction documents.
- Strong layout, measuring, and field engineering skills.
- Experience with construction sequencing and scheduling.
- Material planning and ordering experience.
- Knowledge of OSHA safety regulations and compliance requirements.
- Proficient with construction tools, equipment, and technology used in the field.

### LEADERSHIP SKILLS

- Strong leadership and crew management abilities.
- Excellent communication and interpersonal skills.
- Effective conflict resolution and problem-solving skills.
- Ability to hold team members accountable while maintaining positive working relationships.
- Strong organizational and time management skills.
- Ability to work effectively under pressure and adapt to changing project needs.



## **PHYSICAL REQUIREMENTS**

- Ability to stand, walk, bend, kneel, crouch, and climb throughout the workday.
- Ability to regularly lift and carry up to 50 pounds.
- Ability to work outdoors in varying weather conditions.
- Ability to safely climb ladders and navigate active construction sites.
- Ability to perform physical carpentry work while supervising crews.

## **DESIRED CHARACTERISTICS**

The ideal SR Freeman Foreman is a:

- Leader
- Coach
- Mentor
- Teacher
- Planner
- Problem Solver
- Team Builder
- Craftsman
- Professional

Successful candidates lead from the front, take ownership of project outcomes, maintain a positive attitude, and understand that great projects are built through planning, communication, accountability, craftsmanship, and developing people.

## **COMPENSATION & BENEFITS**

SR Freeman offers a competitive compensation package based on experience, along with medical, dental, and vision benefits, retirement savings opportunities, paid sick leave, paid time off, professional development opportunities, and advancement potential.

## **EQUAL EMPLOYMENT OPPORTUNITY**

S.R. Freeman, Inc. is an Equal Opportunity Employer and is committed to providing a workplace free from discrimination and harassment. We value diversity and inclusion and welcome qualified applicants from all backgrounds.

