Carpenter I (Trainee)

ENTRY-LEVEL CARPENTER / CARPENTER APPRENTICE

COMPANY GR Taylor Homes — a DBA of Living Roots Construction, LLC	**LOCATION** Spokane, WA & surrounding jobsites; occasional North Idaho work
PAY $20.00–$24.00/hour, depending on experience	**SCHEDULE** Monday–Friday, 7:00 AM–3:30 PM | 40 hours/week
EMPLOYMENT Full-time, W-2, hourly (non-exempt), at-will	**REPORTS TO** Lead Carpenter; ultimately the Owner

Position Summary

The Carpenter I performs supervised carpentry and general labor on historic restoration and high-end remodel projects. This is a training position. The employee is expected to progress from supported labor toward independent execution of defined carpentry tasks over the first twelve months, with the goal of advancement to Carpenter II.

Essential Functions

Carpentry and production

- Assist the lead carpenter with rough framing: walls, floor systems, roof framing, blocking, and sheathing.
- Assist with exterior work: siding, trim, soffit and fascia, window and door installation, decks and stairs.
- Assist with interior finish: door hanging, casing and base, built-ins, shelving, and hardware.
- Perform selective and general demolition, including protection of materials designated for salvage and reuse.
- Measure, mark, and cut accurately from a cut list; operate circular saws, miter saws, table saws, nailers, drills, and routine hand tools.
- Perform basic layout under direction, including wall lines, stud layout, and elevations.

Site operations

- Load, unload, stage, and inventory materials; verify deliveries against packing slips and report discrepancies the same day.
- Install and maintain floor and surface protection, dust containment, and negative-air setups in occupied homes.
- Maintain daily jobsite cleanliness: sweeping, debris haul-out, dumpster management, and securing tools and the site at the end of each day.
- Maintain, clean, and stage tools and equipment; report damaged or missing tools immediately.

Safety and compliance

- Follow all company and WISHA/OSHA safety requirements, including fall protection, ladder and scaffold safety, PPE, and silica and lead-dust controls.
- Follow EPA RRP lead-safe work practices on all pre-1978 structures. Certification is company-paid and required within the first 90 days.
- Report any injury, near-miss, or property damage to the lead carpenter before leaving the site that day.

Client conduct and documentation

- Conduct yourself professionally in occupied client homes: no smoking on site, no profanity within earshot of clients or neighbors, clean appearance, and music only at the lead carpenter's discretion.
- Take daily progress photographs and submit daily log notes as directed.

- Direct all client questions about scope, schedule, or cost to the lead carpenter or the Owner. Do not quote work or commit the company.

Driving

- Operate a company or personal vehicle to travel between jobsites, the shop, suppliers, and the transfer station, and make material and supply runs as assigned. A valid driver's license and an insurable driving record are essential functions of this position, not a preference.

Minimum Qualifications

- Eighteen years of age or older.
- Legally authorized to work in the United States. Form I-9 verification required.
- Valid driver's license and an insurable driving record.
- Reliable transportation to the shop or jobsite.
- Own work boots and basic hand tools: tape, hammer, utility knife, speed square, tool bags, and pencils.
- Ability to communicate clearly in English regarding safety instructions and work direction.

Preferred Qualifications

- Any prior construction, roofing, fencing, landscaping, or shop experience.
- Ability to read a tape measure to 1/16 inch.
- Basic blueprint or plan-reading exposure.
- Experience working in occupied homes or on historic structures.
- Access to a pickup truck.

Physical Requirements

The employee must be able, with or without reasonable accommodation, to:

- Lift and carry 50 lbs repeatedly throughout the day, and occasionally assist with loads up to 100 lbs with a second person.
- Stand, walk, bend, kneel, squat, and climb for eight or more hours per day.
- Work from ladders, scaffolding, and elevated surfaces at height.
- Work outdoors in Spokane conditions, including heat, cold, rain, snow, and wildfire smoke.
- Work in confined and restricted spaces, including crawlspaces and attics.
- Use vibrating and pneumatic tools for extended periods.
- Tolerate exposure to dust, sawdust, adhesives, solvents, paint, and demolition debris with appropriate PPE.

Compensation and Benefits

- $20.00–$24.00 per hour, depending on experience. Non-exempt; overtime paid at 1.5x for hours over 40 in a workweek.
- Paid time off, accrued per company policy.
- Washington Paid Sick Leave, accrued at one hour per forty hours worked and available for use after 90 days of employment.
- Company-paid EPA RRP lead-safe certification and OSHA 10.
- Company-provided power tools, consumables, vehicles, and trailers.
- Paid on-the-job training and a structured advancement path to Carpenter II.

Please note: Paid holidays, employer-sponsored health insurance, and retirement benefits are not offered at this time. Recognized holidays are unpaid days off.

Performance Benchmarks

First 30 days

- Perfect attendance and on-time arrival.
- Safe, independent operation of the miter saw, circular saw, drill, and nailers.
- Site set up and broken down to standard without prompting.
- Knows where every tool lives on the trailer.

By 90 days

- EPA RRP certification and OSHA 10 complete.
- Accurate cutting from a cut list with minimal waste.
- Able to protect and contain an occupied-home work area unsupervised.
- Submits daily photographs and log notes without reminder.

By 12 months

- Frames a simple wall or deck section start to finish with spot-checks only.
- Installs base and casing to finish standard.
- Can be left on a task for a half day and produce work that does not need rework.
- Eligible for review for Carpenter II and a wage step.

Conduct and Termination

Employment with GR Taylor Homes is at-will. Either party may end the employment relationship at any time, with or without cause or notice. The following are grounds for immediate termination: working impaired, willful violation of a safety rule, theft, dishonesty about work performed, disclosure of client information, or a no-call/no-show.

How to Apply

Interested students, alumni, and other applicants should send all resumes to **greg@grtaylorhomes.com**

Email subject: Carpenter I (Trainee) Application