



THE OPPORTUNITY

LEAD CARPENTER

Residential Additions & New Home Construction

Here's an opportunity for an experienced field leader who wants to build substantial residential work—not just finish it.

New beginnings start here.

10+

**YEARS
EXPERIENCE**

\$40–\$50

**PER
HOUR**

1.5×

**OVERTIME >
40 HRS**

FULL-TIME

**YEAR-
ROUND**

WHY SLATE

An established, award-winning design-build company based in Chantilly, Virginia, serving Northern Virginia with additions, whole-home renovations, kitchens, baths and new construction.

HOME DESIGN & REMODELING IN NORTHERN VIRGINIA

A hands-on field leadership opportunity with a design-build team.

BUILD. LEAD. SOLVE.

This is a hands-on leadership position. You'll build alongside the crew, make field decisions and keep the work moving.

BUILD

Read architectural plans, structural drawings, design plans and elevations. Lay out and construct additions and residential framing systems.

STRUCTURE

Build floors, walls, roofs, stairs, openings, beams, headers, posts and other structural components.

SOLVE

Spot structural and field-condition conflicts and work with the Project Manager on practical solutions.

CRAFT

Perform framing and finish carpentry. Install windows, doors, trim, cabinetry and related components.

LEAD

Plan daily work, assign tasks and coordinate carpenters, helpers, subcontractors and trade partners.

PROTECT

Maintain safety, cleanliness, quality and protection of the homeowner's property while meeting inspections.

ALSO ON YOUR PLATE

Material lists and takeoffs; pricing and estimating field work, change orders and scope adjustments.

Understand how new construction ties into the existing home.

Daily updates to the Project Manager and weekly production meetings.

Professional homeowner communication and representation of Slate.

Quality monitoring and correction of work that does not meet company standards.

THE DIFFERENCE

You are not being hired to stand on the sidelines. Slate needs a Lead Carpenter who can take ownership in the field while staying aligned with the Project Manager.

YOUR EXPERIENCE MATTERS

The strongest fit is someone who understands how a house is built from the ground up and can lead quality work in real field conditions.

WHAT YOU BRING

- At least 10 years of residential construction/carpentry experience
- Substantial experience with additions and new home construction
- Strong wood-framing and structural experience
- Experience framing floors, walls, roofs, stairs, openings, beams, headers and load paths
- Ability to read and build from architectural and structural plans
- Experience leading carpenters, helpers, subcontractors and field crews
- Working knowledge of residential building codes and inspections
- Familiarity with plumbing, electrical, HVAC, waterproofing, roofing, siding, windows and doors
- Ability to develop material lists and perform takeoffs
- Strong field problem-solving skills
- Professional communication with homeowners, project managers and trade partners
- Valid driver's license, reliable transportation and required tools
- Ability to safely meet the physical requirements of residential construction

IMPORTANT FIT NOTE

This is not a fit if your experience is primarily interior trim, cabinetry, punch-out, kitchen or bath remodels. Slate is looking for substantial structural framing, additions and ground-up residential construction experience.

THE PERSON SLATE IS LOOKING FOR

- Dependable, honest, respectful and accountable.
- Calm and solution-oriented when unexpected conditions arise.
- Organized and able to think several steps ahead.
- Confident leading a crew without being difficult to work with.
- Comfortable making field decisions and knowing when to involve the Project Manager.
- Detail-oriented while remaining schedule-aware.
- Professional in occupied homes and respectful of homeowners.
- Willing to teach less-experienced team members.
- Flexible and able to adapt as conditions change.
- Proud of their work and committed to delivering a high-quality finished project.

WHAT YOU GET

A stable, year-round field role with compensation built around experience and demonstrated ability.

\$40—\$50 / HR

PLUS
1.5× OVERTIME
Over 40 hours / week

FULL-TIME
Full-time, year-round work

PAID HOLIDAYS
Seven paid holidays

PTO
10 days of paid time off per year, available after your first 90 days

HEALTHCARE
\$500 per month healthcare stipend toward your individual health plan

GAS CARD
Company gas card from day one

COMPANY TRUCK
Company truck once you are established in the role, typically after your first 90 days

WHERE YOU'LL WORK

Our office is located in Chantilly, Virginia, and our projects are located throughout Northern Virginia. This is a mobile, field-based position involving travel between jobsites, our office, suppliers and other project-related locations.

READY TO BUILD WITH SLATE?

New beginnings start here.