

Lead Carpenter

Job title: Lead Carpenter

Department: Construction

Location: Grand Rapids, MI – On Site

Salary Range: \$26 - \$33 / hour

Next Step of West Michigan Work Culture

Next Step is a faith-based, social enterprise, non-profit engaged in work force development and skills training. We are dedicated to serving our program participants' needs, while meeting and exceeding our customers' expectations. We expect an innovative, goal-oriented, eager contributor, who shows a dedicated work ethic. We expect our staff to exhibit empathy, compassion, active listening, to be self-aware, sensitive across racial, class and cultural lines, ethical, and approachable. We look for work habits of punctuality, dependability, accountability, responsibility, cooperation, team participation, integrity, problem solving, and overall positivity. These attributes, combined with the performance of one's duties and achievement of goals will be equated with the quality of one's overall job performance.

Job Summary

We are hiring a top-tier Lead Carpenter to run job sites, lead crews, and deliver high-quality craftsmanship across residential and commercial projects. This role is ideal for a seasoned professional who takes pride in their work, leads by example, and knows how to keep projects moving safely, efficiently, and to standard.

In addition to production work, this role plays a key leadership function by modeling professionalism, work ethic, and craftsmanship within a mission-driven environment.

Key Responsibilities

Job Site Leadership & Crew Management

- Lead and manage carpentry crews on active job sites
- Assign tasks, set daily priorities, and ensure productivity
- Lead from the front by modeling strong work ethic, professionalism, and teamwork

Carpentry & Construction Execution

- Perform and oversee high-level framing and finish carpentry
- Ensure work meets quality standards, specifications, and customer expectations
- Read and interpret blueprints, plans, and scopes of work

Project Coordination

- Plan daily work activities and keep projects on schedule
- Coordinate with project managers, subcontractors, and vendors
- Identify and resolve job site challenges proactively

Safety, Quality & Accountability

- Maintain job site safety standards and enforce safety protocols
- Ensure compliance with company policies and industry best practices
- Maintain clean, organized, and professional job sites

Required Qualifications

- Minimum 5 years of hands-on carpentry experience
- Proven experience running job sites or leading carpentry crews
- Strong blueprint reading, layout, and problem-solving skills
- Professional attitude with a strong work ethic and attention to detail
- Reliable transportation and a valid driver's license

Preferred Qualifications

- Experience working in a mission-driven or social enterprise environment
- Experience mentoring or supervising less-experienced carpenters or trainees
- Residential and/or light commercial construction experience