BAILEY WEILER
HOMES

Skilled Carpenter

Position	Skilled Carpenter, full-time
Location	Bloomington, IN. On-site at active job sites in Monroe County and surrounding counties
Schedule	Monday through Friday, day shift, 40 hours per week
Pay	$28 to $36 per hour, based on experience
Reports to	Director of Operations

IS THIS YOU?

You notice when a reveal is off by a sixteenth. You cope your inside corners because that is how it should be done, even if nobody will ever look closely. You treat a client's home like it is your own, and you leave the site cleaner than you found it. When a homeowner stops by and asks what you are working on, you are glad to show them.

If that sounds like you, and you are looking for a company you can build a career with rather than another job to move through, we would like to meet you.

WHO WE ARE

Bailey Weiler Homes is a custom home builder and renovation company that has built in Bloomington and the surrounding area since 2005 and now also serves Zionsville and the greater Indianapolis area. We build high-end custom homes, additions, and whole-home renovations, with offices in Bloomington and Zionsville.

Our clients come to us because they want a builder who listens first and holds every detail to a high standard. That standard is carried out in the field, by the people who frame the walls, set the windows, and fit the trim. We are a small team, which means your work is seen, your ideas are heard, and you know the owners by name.

ABOUT THE ROLE

We are adding a skilled carpenter to our Bloomington field team. This is a hands-on, tools-in-hand position. You will work alongside our site leadership and trade partners to turn plans and selections into a finished home, from framing and stairs through the final piece of trim. As you grow with us, you will help guide newer team members and take on more responsibility on the job site.

WHAT YOU WILL DO

Carpentry and craftsmanship

- Rough and finish carpentry on custom homes, additions, and renovations: framing, stairs and railings, windows and exterior doors, interior doors, crown, base and casing, built-ins, cabinetry installation, decks, and porches.
- Read and work from construction drawings, specifications, and client selections. Verify dimensions and field conditions before you cut, and raise questions early.
- Scribe, cope, and fit to the standard our clients expect: tight joints, consistent reveals, clean lines, and nail holes that disappear.
- Troubleshoot field conditions and bring practical solutions to site leadership.
- Protect finished surfaces and the home, and keep the job site clean, organized, and safe every day.

Clients and team

- Interact with homeowners on site in a professional, respectful way. Answer their questions about the work in front of you, and route questions about scope, schedule, or cost to the right person on our team.
- Coordinate with trade partners to keep work sequenced and moving.
- Train and guide less experienced team members, and share what you know.
- Record time and daily progress accurately using our company apps.
- Follow safety practices on every site and speak up when something is not right.

WHAT YOU BRING

- 5 or more years of residential carpentry experience, with a strong finish carpentry background. Custom home or high-end remodeling experience is strongly preferred.
- Ability to read blueprints and work accurately from plans and specifications.
- Ability to work independently from plans with minimal supervision, plan your own day, and solve problems in the field without waiting for direction.
- Your own set of hand and power tools (our tool stipend helps you keep them current).
- A valid driver's license and reliable transportation to job sites.
- Physical ability to lift 50 pounds, work on ladders and scaffolding, work in tight spaces, and work outdoors in Indiana weather.
- Comfort using a smartphone for time tracking, plans, and job communication.
- Professional references who can speak to the quality of your work and your reliability.

WHO YOU ARE

- Loyal. You are looking for a long-term home, and you invest in the people you work with.
- Passionate about the craft. You take pride in the parts of the work that nobody else may notice.
- Customer-focused. You understand you are working in someone's home, and you act like it.
- Detail-driven. You measure twice, check your layout, and hold yourself to a high standard.
- A clear communicator. You speak up early, ask good questions, and follow through.
- Dependable. You show up on time, every day, ready to work.

- Coachable and generous. You are confident enough to ask for help and glad to teach others.

HOW WE WORK TOGETHER

We are a small team, and every person shapes how the whole company runs. We hire for skill, and we hire just as carefully for fit. Here is what working at Bailey Weiler Homes looks like day to day:

- **One team, one direction.** We pull in the same direction. Once a decision is made, we commit to it together, even if we argued for something else. Disagreement is welcome in the room; it is not carried out of it.
- **Process matters.** Our plans, standards, and processes exist so every client gets the same quality on every project. We follow them, and when we see a better way, we bring it forward instead of working around the system.
- **Feedback is a gift.** Feedback flows in every direction, from owners to new hires and back. We give it respectfully and receive it without getting defensive.
- **We own our work.** When we make a mistake, we say so early, fix it, and learn from it. We do not hide problems or point fingers.
- **The client experience comes first.** Everything we do, including the joint behind a cabinet that no one will ever see, is part of someone's home. We keep that in mind.
- **Attitude is a choice.** We bring a positive, solutions-minded attitude, especially when the day gets hard.

This role may not be the right fit if you prefer to work on your own terms, are frustrated by plans and company standards, or see feedback as criticism. We would rather tell you that now than have either of us find out later.

WHAT WE OFFER

- **Pay:** $28 to $36 per hour, based on experience
- **Schedule:** Full-time, year-round work, Monday through Friday, day shift
- Paid time off
- Paid holidays
- Company-matching retirement plan
- Profit sharing
- Health reimbursement arrangement (HRA) for eligible medical expenses
- Tool stipend
- Cell phone stipend
- Mileage stipend
- Varied, interesting projects: no two homes are alike, and you will have the time and support to do the work right
- A small team with direct access to the owners, where your work and your ideas matter

LIFE IN BLOOMINGTON

Bloomington sits in the rolling hills of southern Indiana, home to Indiana University, Lake Monroe, and the Hoosier National Forest. It is a college town with Big Ten athletics, a strong local business

community, live music and arts, and plenty of outdoor recreation, all with a cost of living well below larger metro areas.

HOW TO APPLY

Apply through this posting and include:

- Your resume
- At least three professional references, including at least one builder, contractor, or supervisor you have worked for directly. We will contact references before making an offer.
- A few photos of finish work you are proud of (encouraged, not required)

We read every application and will reach out to qualified candidates to schedule a conversation and a visit to one of our job sites.

Bailey Weiler Homes is an equal opportunity employer. We welcome applicants of all backgrounds and do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other characteristic protected by law.