

Position: General Construction
Exempt/Non-Exempt: Non-Exempt
Reports to: Production Supervisor

DESCRIPTION AND DESIRED QUALIFICATIONS

Join a team that is revolutionizing construction through cutting-edge automation and modern manufacturing techniques. Based in Nampa, our client operates the nation's first fully automated volumetric modular factory and is recognized as one of the most advanced modular manufacturing facilities in the world. This is an exciting opportunity for individuals who thrive in technology-driven environments and want to play a role in transforming the future of construction.

In this role, you will be responsible for supporting the production of multi-family, multi-story housing projects within a manufacturing environment while maintaining quality, safety, and efficiency standards. Strong team player with excellent attention to detail, adaptability, and commitment to delivering high-quality construction results.

WORK SCHEDULE

- Day Shift
- Monday through Thursday
- 10-hour shifts
- Full-time schedule with a four-day work week

COMPENSATION

- Pay: \$18.00 - \$20.00 per hour, varies on experience.

ROLES AND RESPONSIBILITIES

The essential functions of the General Construction position include, but are not limited to, the following:

- Assist in the construction and assembly of multi-family, multi-story apartment modules within a controlled indoor manufacturing environment using off-site construction methods.
- Perform a variety of general construction tasks, including framing, material handling, installation, finishing work, and other production-related activities as assigned.
- Work collaboratively with team members and supervisors to meet production schedules, quality standards, and project deadlines.
- Support the company's mission of delivering high-quality, affordable housing through efficient and safe work practices.
- Follow established construction procedures, manufacturing processes, and quality control standards to ensure workmanship meets company expectations.
- Maintain a clean, organized, and safe work area in accordance with company policies and safety regulations.
- Properly use and care for hand tools, power tools, equipment, and materials.
- Demonstrate a positive attitude, strong work ethic, and willingness to contribute to a fast-paced production environment.
- Learn and adapt to new construction techniques, automated systems, and manufacturing technologies.
- Identify and communicate quality, safety, or production concerns to supervisors in a timely manner.
- Maintain reliable attendance and punctuality to support team productivity and operational goals.

- Remain detail-oriented and focused on producing high-quality work while contributing to overall team success.
- Adhere to all company safety policies, procedures, and personal protective equipment (PPE) requirements.
- Participate in training programs and continuous improvement initiatives to enhance skills and efficiency.
- Perform other duties and responsibilities as assigned by management or supervision.

QUALIFICATIONS

- High school diploma or equivalent.
- Must be at least 18 years of age.
- Trade school, vocational training, or coursework in construction, carpentry, manufacturing, or a related field is a plus.
- Ability to accurately read a tape measure to 1/16".
- Experience using hand tools, power tools, and pneumatic tools preferred.
- Strong attention to detail and organizational skills.
- Ability to follow written and verbal instructions.
- Proven problem-solving skills and ability to work independently when needed.
- Dependable, self-motivated, and team oriented.
- Willingness to learn new skills and embrace innovative construction methods.
- Commitment to safety, quality workmanship, and continuous improvement.

BENEFITS & PERKS

- People-first culture
- Collaborative team environment
- Indoor work in a permanent location
- Climate controlled indoor environment
- Four-day work week (Monday–Thursday, 10-hour shifts)

Benefits Eligibility Upon Conversion to Regular Employment

As a temporary-to-hire employee, you will be eligible for the following benefits upon successful completion of your probationary period and conversion to regular employee status. Benefits are typically effective on the first day of the month following your conversion date, subject to plan requirements and enrollment deadlines.

- Paid Time Off (PTO)
- Seven (7) paid company holidays annually
- 100% employer-paid medical coverage for employees
- Voluntary dental and vision insurance options
- 401(k) retirement savings plan eligibility
- Employer-paid life insurance
- Additional local employee perks, including discounted Villa Sport memberships and other community-based offerings

Specific benefit effective dates and enrollment details will be provided at the time of conversion. Eligibility and coverage are subject to the terms of the applicable benefit plans.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

This position requires frequent speaking, listening, sitting, use of hands and fingers, and handling objects with appropriate breaks. This is an active position that requires standing, walking, bending, kneeling, stooping, crouching, and regularly lifting 50+ pounds. The work environment includes a fast-paced automated manufacturing facility.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

TalentFill is proud to be an equal opportunity workplace and affirmative action employer. Equal opportunity and consideration are afforded to all qualified applicants and employees. TalentFill does not unlawfully discriminate based on gender identity or expression, race, ethnicity, religion, national origin, age, sex, marital status, physical or mental disability, veteran status, sexual orientation, or any other category protected by law. TalentFill is committed to working with and providing reasonable accommodations to applicants with disabilities under the Americans with Disabilities Act (ADA) and applicable state disability laws. TalentFill is a tobacco- and drug-free workplace.