

Lead Carpenter / Residential Construction Superintendent

Build Exceptional Homes. Build Lasting Relationships. Build Your Career.

\$28.00–\$35.00 per hour | Full-Time | Paid Mileage | Performance Bonuses | Paid Vacation

At Solt's Construction & Repair LLC, we believe the difference between a good contractor and a great one comes down to integrity, craftsmanship, and pride in your work.

For years, homeowners throughout Baltimore County and the surrounding communities have trusted us with their homes because we deliver quality remodeling projects, communicate openly, and stand behind our work. We don't build production homes—we create beautiful living spaces that families enjoy for years to come.

We're growing and looking for an experienced Lead Carpenter / Construction Project Lead who shares our commitment to excellence and is ready to lead projects with confidence and professionalism.

If you're someone who believes in doing things the right way—even when no one is watching—we'd like to meet you.

What You'll Do

As our Lead Carpenter / Residential Construction Superintendent, you'll oversee residential remodeling projects from start to finish while setting the standard for quality workmanship and customer satisfaction.

Your responsibilities will include:

- Leading residential remodeling projects including kitchens, bathrooms, additions, decks, siding, windows, doors, and custom renovations.
- Supervising and mentoring carpenters, laborers, and subcontractors.
- Reading and interpreting blueprints, drawings, and scopes of work.
- Performing framing, finish carpentry, trim installation, crown molding, cabinetry, and detailed finish work.
- Measuring projects and estimating material requirements.
- Ordering and picking up materials when needed.
- Coordinating subcontractors and managing daily project schedules.
- Communicating professionally with homeowners, designers, vendors, and team members.
- Maintaining safe, clean, and organized jobsites.
- Identifying and resolving project challenges while keeping work on schedule.
- Ensuring every finished project reflects Solt's Construction & Repair's reputation for exceptional craftsmanship.

What You Bring

We're looking for someone who is passionate about quality construction and takes ownership of every project.

Qualifications include:

- Minimum of 7 years of residential remodeling or carpentry experience.
- Proven experience leading crews and managing residential construction projects.
- Advanced carpentry skills with experience in framing, finish carpentry, kitchens, bathrooms, windows, siding, decks, and trim.
- Working knowledge of basic plumbing and electrical systems.
- Ability to read blueprints and construction drawings.
- Strong problem-solving and organizational skills.
- Excellent communication and customer service skills.
- Valid driver's license and dependable transportation.
- Reliable truck suitable for transporting tools and materials.
- Professional-grade hand and power tools.
- Ability to work independently while effectively leading others.

The Person We're Looking For

You're someone who:

- Takes pride in producing exceptional work.
- Shows up on time and follows through on commitments.
- Leads by example with professionalism and integrity.
- Treats every customer's home with care and respect.
- Solves problems instead of creating them.
- Pays attention to the details that others overlook.
- Maintains a positive attitude under pressure.
- Enjoys mentoring others and building strong teams.
- Is committed to continuous learning and improving your craft.

Physical Requirements

This position requires the ability to:

- Lift and carry up to 75 pounds.
- Frequently bend, kneel, climb ladders, and work overhead.
- Work indoors and outdoors in varying weather conditions.
- Safely perform physically demanding construction activities throughout the workday.

Compensation & Benefits

We value skilled professionals and offer a competitive compensation package that includes:

- Competitive hourly pay of \$28.00–\$35.00, based on experience.
- Consistent full-time work.

- Bi-weekly pay.
- Paid mileage reimbursement.
- Performance-based bonuses.
- Paid vacation.
- Professional development opportunities.
- ICHRA Health Reimbursement Benefit.
- A company culture built on respect, teamwork, and quality craftsmanship.

Why Join Solt's Construction & Repair?

We're not interested in being the biggest remodeling company—we're committed to being one of the most respected. Our success is built on hiring professionals who care about their craft, value honesty, and take pride in exceeding customer expectations.

If you're looking for a company where your experience is respected, your leadership makes a difference, and your work speaks for itself, we'd love to hear from you.

Ready to Build Something Great?

Please send your résumé to office@soltconstruction.com.

In your email, tell us about a remodeling project you're most proud of and why. We'd love to hear what quality craftsmanship means to you.