



Site Lead Carpenter (Residential Construction)

Stillwater Custom Homes & Renovations

Victoria, BC

Compensation: \$40-45/hr, based on experience

Reports to: Construction Manager

Role level: Intermediate to Senior (depending on experience)

About Stillwater

Stillwater Custom Homes and Renovations is a full-service residential construction company serving the Greater Victoria area. We specialize in **high-performance custom homes and thoughtful renovations, with a strong emphasis on early planning, technical rigour, and clear, consistent communication** throughout the life of a project.

We believe the success of a build is determined long before construction begins. Our process prioritizes upfront coordination, realistic budgeting, and collaborative problem-solving so that execution on site is calm, efficient, and intentional. Our work is grounded in **transparency, trust, reliability, and fairness** — both with our clients and within our team.

About the Role

As a Site Lead Carpenter, you work hands-on and in combination with the Construction Manager and the Project Manager to execute the Scope of Work as detailed in the project documents. As a leader on site, you mentor and instruct Stillwater team members on active construction activities, embedding a culture of craftsmanship, safety, and mentorship that is critical to the success of the company.

Success in this role means executing Stillwater projects to the highest level of craftsmanship achievable as part of the Stillwater team. The Site Lead Carpenter is focused on honing their skills and is open to exploring new methods in the pursuit of best practices.

You will work closely with the Construction Manager and Project Manager to coordinate workflow, manage site teams, maintain quality standards, and ensure every client receives an exceptional experience from start to finish.



What We Offer

- Competitive hourly wage, depending on experience
 - Full-time, Monday–Friday
 - Paid safety training and technical certifications
 - 4% vacation pay, paid out on each paycheque
 - 5 paid sick days
 - Health Care Spending Account (HSA) after a 3-month probationary period
 - Company tablet or computer provided after 3-month probationary period
 - Annual feedback chat with compensation review
 - Supportive, collaborative team environment
 - Training and career development opportunities
 - Opportunity to work on high-performance, design-driven residential projects
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Core Responsibilities

Pre-Planning & Site Set-Up

- Take accountability for new project site set-up from day one
- Become thoroughly familiar with the Scope of Work in conjunction with the Construction Manager and Project Manager
- Contribute to overall project planning and anticipate potential complications ahead of time

Safety

- Ensure the safe set-up of Stillwater project sites and maintain this standard daily
- Oversee the safe use of all tools, equipment, and work areas
- Implement and document tailgate safety meetings
- Foster a culture of safety on and off job sites, keeping everyone injury-free

Collaboration & Communication

- Work with the Construction Manager and Project Manager on scheduling, team needs, and trade partner coordination
- Communicate and coordinate on schedule, budget, labour and material requirements, and change order requirements
- Track time spent on regular scope vs. scope changes; daily check-in with the Construction Manager and Project Manager for cost coding
- Collaborate to identify updates needed for Stillwater project production checklists and SOP/Best Practice documents
- Provide feedback in after-action report analysis with a focus on lessons learned



Documentation

- Maintain daily logs including safety incidents and photo documentation
- Collect material receipts and packing slips
- Aid in compiling specifications and documentation for the house manual as required

Procurement

- Communicate material procurement requirements to the Construction Manager and Project Manager to ensure efficient workflow

Team Leadership

- Lead Stillwater team members, trade partners, and consultants on site with respect to layout, execution, and coordination
- Mentor and instruct carpenters and apprentices reporting directly to you
- Foster a positive work environment through mentoring and openness to being mentored
- Act with patience, empathy, and positive intention toward all team members

Production

- Perform and lead formwork, framing, building envelope, finishing, and other tasks as required

Site Cleanliness & Protection

- Collaborate on the Stillwater Site Plan and ensure the project site adheres to it throughout the project duration
- Ensure finished elements are protected, maintained, and not damaged through the close-out process

Project Close-Out

- Collaborate with the Construction Manager and Project Manager to effectively and efficiently close out projects
- Contribute to Stillwater's client experience standard through the entire close-out process

What We're Looking For

- Journeyman Carpenter certification or equivalent experience
- Red Seal certification is an asset
- 5+ years of experience in residential construction, with proven site leadership experience
- Strong hands-on skills across formwork, framing, building envelope, and finishing
- Demonstrated ability to lead, mentor, and motivate a team on site
- Solid understanding of residential construction sequencing, methods, and the BC Building Code
- Clear communicator — professional in client-facing interactions and team settings alike



- Organized and detail-oriented, with the ability to track scope, budget, and schedule
- Calm, solution-focused approach in high-pressure situations
- A valid driver's licence and a reliable vehicle in good working order
- Own tools required: cordless impact driver and drill, 4ft level, skill saw, tool belt and standard hand tools, standard PPE

Our Values

Stillwater is built on transparency, trust, reliability, and fairness. We value tradespeople who take pride in their craft, lead by example, and contribute to a respectful, collaborative team culture.

We are committed to creating an inclusive and diverse workplace and welcome applications from candidates of all backgrounds and experiences.

While we appreciate all applications, only shortlisted candidates will be contacted.