



CARPENTER 1

Department: Rush Commercial Construction
Reports To: Superintendent
FLSA Classification: Non-Exempt/Hourly Position
Last Updated Date: 03/11/2026

The Rush Companies is a fully integrated real estate organization delivering development, construction, and property management services throughout the Puget Sound region. Since 1987, we've built a reputation for dependability, teamwork, and excellence by uniting every phase of the project lifecycle under one collaborative team. We're guided by core values of commitment, resourcefulness, integrity, and well-being — principles that shape how we work and how we support one another. Our culture emphasizes growth, empowerment, and meaningful contributions, whether you're in the field, the office, or supporting our communities.

At Rush, we're not just building spaces—we're building relationships, strengthening communities, and creating long-lasting value for the people and projects that shape our region. If you're passionate about making an impact and growing with a team that values purpose and partnership, we'd love to connect.

Job Summary

The Carpenter is responsible for providing quality control of daily activities and product assembly. We are a construction and real estate company that focuses on building homes, commercial construction and tenant improvement projects.

Essential Duties & Responsibilities

- Perform basic framing and finish work
- Utilize knowledge of stairway construction, door hanging, and hardware
- Assembles and fastens materials to make frameworks or props, using hand tools and wood screws, nails, dowel pins or glue
- Removes damaged or defective parts or sections of structures and repair or replace, using hand tools.
- Inspects ceiling or floor tile, wall coverings, siding, glass, or woodwork to detect broken or damaged structures
- Moves necessary materials around jobsite as assigned
- Maintain a clean, safe, and secure job site
- Proven track record demonstrating self-motivation and ability to operate independently
- Forecast production schedule
- Regular "on time" attendance
- Able to work Saturdays and possibly Sundays, when needed
- Willing and able to follow directions
- Ethical, honest, and accountable
- Meet milestone dates, floor/roof structure, dry-in etc.
- Ensure quality control of materials and mechanical attachments in accordance with structural design
- Safeguard materials against loss damage and minimize waste

- Maintain daily tool log including, but not limited to, ladders, scaffolds, lasers, calibration, extension cords, and mechanical guards

Supporting Duties & Responsibilities

- Assist Labor Foreman to forecast long lead items by assessing schedule or accelerating current schedule

Job Requirements

- ***Education***

High school diploma or equivalent combination of education and experience

- ***Experience***

Minimum of 2 years of carpentry experience

- ***Special Skills***

Requires experience with hand and power tools on a project jobsite, knowledge of proper lifting protocol and able to wear personal protection equipment including eye protection, head protections, reflective outerwear and proper footwear.

- ***Certifications and/or Licenses***

First Aid and CPR trained

Physical Requirements

The physical demands of this job require transporting materials at various job sites, operating equipment/machinery, and performing construction-related tasks on an active construction site. Must be able to lift up to 40 pounds.

Pre-Employment Screening Notice:

This position is classified as *safety-sensitive*. As such, all candidates who receive a conditional offer of employment will be required to undergo a background check **and** a drug screening that includes testing for Cannabis.

Please note: For non-safety-sensitive roles, our drug screening process does **not** include Cannabis, in alignment with Washington State law.

Compensation and Benefits:

- Hourly range: \$25-\$35 (DOE)
- Annual bonus opportunity based on company and individual performance.

Benefits: Medical, Dental, Vision, Life Insurance, Dependent Care Insurance, HSA, FSA, Employee Assistance Program, Short Term Disability Insurance, 401 (k), 401 (k) Match. Other supplemental plans available upon request.

PTO: 68 hours of paid time off (combined vacation and sick leave) per year

Paid Holiday: 8 paid company holidays annually.

For more information about The Rush Companies, please visit:

<http://www.therushcompanies.com/rushcareers>

Equal Opportunity & Drug-Free Employer

Disclaimer: This job description is only a summary of the typical functions of the job, not exhaustive or comprehensive list of all possible job duties and responsibilities.