



CONSTRUCTION SPECIALIST II

Department: Rush Residential
Reports To: Construction Manager
FLSA Classification: Non-Exempt/Hourly Position
Review Date: August 2026

Company

Rush Residential has been building exceptional homes throughout the Puget Sound region since 1987, creating thoughtfully designed communities for first-time homebuyers, growing families, and empty nesters alike. As part of The Rush Companies, we combine the strength of a vertically integrated real estate organization with a commitment to timeless design, exceptional craftsmanship, and a customer experience that exceeds expectations.

Our culture emphasizes growth, empowerment, and meaningful contributions, whether you're in the field, the office, or serving our homeowners. At Rush Residential, we're not just building homes, we're creating places where people put down roots, build memories, and thrive for generations. If you're passionate about quality, collaboration, and making a meaningful impact, we'd love to build the future with you.

Job Summary

The Construction Specialist II performs punch-list completion, finish carpentry repairs, and final-detail work in newly constructed homes. This position is responsible for identifying and correcting minor construction deficiencies, ensuring quality standards are met, and preparing homes for homeowner occupancy through skilled craftsmanship, attention to detail, and effective coordination with Construction Managers.

Essential Duties & Responsibilities

- Complete punch-list and final-detail work in newly constructed homes to ensure homes are move-in ready.
- Perform minor repairs and touch-ups involving drywall, paint, trim, doors, hardware, cabinetry, and other finished surfaces.
- Install, replace, and adjust small components such as shelving, hardware, access panels, and finish carpentry items.
- Review assigned punch lists, plan work effectively, and document completed repairs with photos and notes.
- Maintain a clean, organized, and protected work environment while completing repairs.
- Communicate issues that require subcontractors, licensed trades, replacement materials, or work beyond the approved scope.
- Follow company safety requirements and assist Construction Managers with home completion and closeout activities as needed.
- Leave each home clean, organized, and ready for homeowner occupancy.

Qualifications

- Minimum of 5 years of carpentry experience
- Experience in residential construction, finish carpentry, remodeling, home warranty service, maintenance, or a

related field.

- Working knowledge of drywall repair, paint touch-up, finish carpentry, doors, hardware, cabinets, caulking, and residential finishes.
- Strong attention to detail with the ability to work independently, follow punch lists, and diagnose minor construction issues.
- Valid driver's license, reliable transportation, and basic proficiency using a smartphone or tablet for documentation and communication.

- ***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 lifting and/or transporting materials at various job sites, operating equipment/machinery, and performing construction-related tasks on an active construction.

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 & Benefits

- **Salary Range:** \$28.67 - \$35.38 DOE
- **Benefits:** Medical, Dental, Vision, Life Insurance, 401 (k), 401 (k) matching, FSA, HSA, Tuition Reimbursement, Referral Program, Employee Discount, Professional Development Assistance, PTO, Bonus Pay
- **PTO:** 108 hours of paid-time off (combined vacation and sick leave) per year
- **Paid Holidays:** 8 paid company holidays

For more information about The Rush Companies, go to: www.therushcompanies.com

Equal Opportunity & Drug-Free Employer

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