



Key Results Areas: Carpenter

1. **People:** Motto – communicating & developing

- a. **Production Manager and Lead Carpenter:** Communicates with the Production Manager and Lead Carpenter in a timely manner to keep him/her up-to-date on task status, needs, etc.
- b. **Ferguson Builders' Team:** Develops, guides, and assists others on the team in the Ferguson Builders' Manner and a personalized way to assist the Foreman and help them better fulfil their KRAs.
 - i. *Knowing/understanding/listening to other team members*
- c. **Subcontractors, Vendors, & Clients:** Acts and communicates with subs, vendors, and clients in a Ferguson Builders' Manner and personalized manner to better fulfil the Project KRAs (see below).

2. **Project:** Motto – delivering quality while increasing profits

- a. **Production:** Delivers high-quality workmanship to increase profits.
 - i. *Efficiently uses time to meet or beat allotted time frame.*
 - ii. *Completes tasks on the Skills Sheet properly to eliminate call-backs*
 - iii. *Minimizes mistakes.*
 - iv. *Produce projects to standards.*
 - v. *Maintain thorough records with Daily Logs.*
 - vi. *Measure and mark construction materials accurately.*
 - vii. *Cut, shape, alter, and install construction materials as needed to complete residential remodels.*
 - viii. *Read and adhere to labels, safety regulations, building codes, and guidelines.*
 - ix. *Use and maintain tools/equipment in safe operating conditions.*
 - x. *Capable of receiving and following instructions and communicating with the production team.*
- b. **Qualifications:**
 - i. Preferred 3+ years infield experience.
 - ii. Extensive knowledge in residential construction practices and building codes.
 - iii. Works quickly and efficiently while paying attention to detail.
 - iv. Works well with a team and independently.
 - v. Excellent communication skills.
 - vi. Clean driving record.
 - vii. Prolonged periods of standing, climbing, bending, and kneeling.
 - viii. Must be able to lift and maneuver up to 80lbs.
 - ix. Proficient use in power and manual equipment and measuring tools.
 - x. Available to work 40 hours a week, Monday through Friday.

3. **Professional:** Motto – learning & advancing

- a. Participates in activities to develop personal growth in the trades to better fulfill the above KRAs.
 - i. *Reads/Listens to books, podcasts, magazines, ads.*
 1. *Book Suggestions*
 - a. *7 Habits of High Effective People – Stephen R. Covey*
 - b. *Who Moved my Cheese – Spencer Johnson*
 2. *Magazines:*
 - a. *JLC*
 - b. *Remodeling*
 - c. *Pro Remodeler*
 - ii. *Attends professional development.*
 - iii. *Learns from other team members.*
- b. Finds a healthy balance between work and personal life to thrive in both.
 - i. *Arrives to work on time and leaves work on time.*
 - ii. *Schedules appropriately to complete necessary tasks efficiently.*
 - iii. *Plans for time-off*

Initials: _____