

4 August 2025

Field Install Position Description

About Vermont Frames & Foam Laminates of Vermont

For almost 50 years, Vermont Frames and Foam Laminates of Vermont have designed, hand crafted, and installed Timber Frame and Structural Insulated Panel (SIPs) systems for homes, barns and commercial structures.

Located in Starksboro Vermont, we draw inspiration from the natural beauty around us. We are passionate about hand crafting the highest quality Timber Frame & SIP structures to stand the test of time for our clients.

Our organization consists of a Design Team, Timber Shop, Panel Shop, and Field Install Team. We are immensely proud of the team we have built. We are a hard-working group and we take good care of each other and our clients.

Vermont Frames is proud to be a Veteran Owned Small Business. We celebrate diversity and welcome applications from people of all backgrounds.

If you are driven, passionate about timber framing, and environmentally friendly construction, we'd like to talk to you.

About the Field Install Team

The Field Installation Team assembles and installs the Timber Frames and Structural Insulated Panels (SIPs) manufactured by Vermont Frames and Foam Laminates of Vermont. The structures are assembled at sites across the northeast United States for residential and commercial customers.

Under the supervision of the Field Team Foreman, she or he will work with the team to assemble the timbers into a frame and then attach the SIPs to the frame structure. This role will involve lifting heavy timbers and equipment, using power tools, heavy equipment (telehandler, manlift) rigging, hand tools, climbing ladders, and working at heights of 20 or more feet in the air. To support efficient and safe operations, other miscellaneous tasks will also need to be completed.



The Field Team Foreman and Field Team members will train new employees in our practices and procedures.

The role will involve interaction with General Contractors, Builders, and Clients. Therefore, a professional courteous demeanor is important. Field Team members are expected to maintain a professional and clean appearance as they are the most visible 'face' of the company.

Interested applicants will be expected to complete an onsite interview at our shop in Starksboro.

References will be asked for.

The field team is a fun, dynamic and everchanging environment, involving building structures in beautiful locations across the northeast United States. We value a strong work ethic and attention to detail, as the work this team does is what the client sees most. Given that the exposed timbers are fundamental to the appeal of a timber frame home, the quality and precision with which the team installs a timber frame and SIPs are paramount.

The field team is the public face of the company and must make a positive impression. Professionalism and a positive attitude, even in the face of harsh weather and difficult job site conditions, are therefore critical attributes for a successful team member to have.

We believe in building structures the right way, that will stand the test of time. If you have construction experience, and are intrigued by the timeless art of timber framing, this is an great opportunity to join a well-regarded team. You'll learn a lot and see a lot of beautiful places around the Northeast.

If that kind of adventure and drive to learn interests you, we'd like to hear from you.

Responsibilities

- Follow all instructions of the Field Team Foreman.
- Communicate clearly and promptly on a jobsite.
- Follow detailed timber frame and SIP plans from the Design Team for the assembly Timber Frame and SIP structures.
- Inspect and assemble timbers on site.
- Carefully seal SIPs joints with foam and caulking.
- Operate power tools, chain saws, and other tools as needed to cut timbers and SIPs.
- Lift heavy loads, in excess of 100lbs. Note: The company provides heavy equipment onsite to minimize the amount of weight people have to manually lift

- Install Structural Insulated Panels (SIPs)
- Carefully and safely operate and maintain company equipment, including, but not limited to; telehandlers, chainsaws, mortisers, planers, large circular saws, band saws, sanders, chisels.
- Travel across the northeast US weekly, within a 7 hour radius of Starksboro VT. Note: Travel costs, lodging, and food are covered by the company.
- Work at heights greater than 20' in the air. Note: Safety equipment such as hard hats and harnesses are provided and mandatory to wear.
- Actively participate in the company safety program.
- Work year-round outdoors in the Northeastern United States, including in the winter.
- Perform miscellaneous tasks as directed at job sites and in the shop, including but not limited to: site and shop clean up, cleaning and maintenance of equipment and vehicles, etc.

Required Skills and Experience

- Basic familiarity and competence with common hand tools, power tools.
- A strong safety-first mindset.
- Ability to lift >100 lbs.
- Ability to understand and follow shop plans to carefully assemble and install timbers and structural insulated panels.
- Strong teamwork and communication skills.
- A sturdy professional attitude.
- Willingness to work outside year-round in the North Eastern United States.
- Ability to safely operate circular saws, planers, mortisers, chainsaws, and other heavy, sharp cutting tools.
- Can-do, positive mindset.

Additional Nice-To-Have Skills and Experience:

- 5+ years of carpentry / timber framing / construction experience
- Vocational or technical school training and certification
- Experience with following carpentry / timber design plans
- Passion for Timber Frame and SIP construction methodology
- Military experience
- Forklift and/or telescopic handler (Lull) operating experience
- General repair / maintenance experience

Benefits

- Pay Range: \$23-\$29 per hour dependent on experience
- Road Bonus of 5% of wages on remote jobs (greater than 90 minute drive from Starksboro VT)

- Paid travel costs including travel time and hotels
- Paid \$55 cash per diem (\$55/day for food) while on remote jobs
- \$7,560 / year employer contribution towards Health Insurance
- \$120 / year employer contribution towards Vision/Dental Insurance
- Health Savings Account (HSA) Program with \$500/year employer match
- Short and Long Term Disability Insurance (100% employer paid)
- Life Insurance (100% employer paid)
- 401(k) with 5% employer matching program
- Paid Time Off
- Company Holidays
- 100% of qualified and relevant Professional Development Training & Education (employer paid)

Interested Applicants should send their resume along with a brief note explaining their background and why they think they would be a good fit for our team to jobs@vermontframes.com.

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Disclaimer: What is listed above is representative of the position's responsibilities but is not meant to be an exhaustive list. Responsibilities may change during employment at the company's discretion. Mortise and Tenon LLC (dba Vermont Frames, Foam Laminates of Vermont) does not discriminate in employment based on race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, parental status, military service, or other non-merit factors.