



9 February 2026

Role: Structural Designer

Reports to: Operations Director

Location: Starksboro, VT

Hours: Monday – Friday 7 AM - 4 PM

About Vermont Frames & Foam Laminates of Vermont

For 50 years, we have been refining and honing our handcrafted timber frame structures to give an enduring sense of strength and safety for our clients' homes, barns, and commercial projects. Our specialty is traditional Timber Frames that will stand strong and beautiful for centuries, and the Structural Insulated Panels that enclose them, keeping our clients warm and dry.

We are proud to be one of the last remaining companies to offer on-site raising and installation of the timbers and panels using our own in-house crew. This allows us to take full accountability for the entire value chain from design to fabrication to installation for the project's above-ground structure, avoiding confusion and miscommunication among multiple subcontractors. Our team prides itself on building the right way for our clients, our build partners, and our environment.

We are one team, operating as Mortise & Tenon LLC, but doing business as (d.b.a.) two brand names, Vermont Frames (Timber Frames), and Foam Laminates of Vermont (SIPs).

This is an exciting time to join our team, as we currently have the largest backlog of timber frame and SIP projects in our company's history lined up, and are expanding our team to take on additional work.

If you have 5+ years of Draftsman experience in a structural capacity, and want to work alongside good people, building structures meant to last many centuries, we'd like to talk to you.

Role Description

A Structural Designer on our team is responsible for developing detailed plans and supporting the fabrication of materials to ensure customers, and Built Team partners (General Contractors, Architects, etc.) are happy with the Timber Frame & SIP homes and structures they receive. This role plays a huge part in the success of the first phase of each project.

Our Process is Design Phase > Fabrication Phase > Install Phase (or Kit delivery). We shepherd roughly 50-60 projects per year through this process, on jobsites across New England and New York.



Drafting

1. Develop detailed Timber Frame shop drawings in order to ensure timber frames are manufactured precisely and efficiently, with enough lead time to get timbers ordered, delivered, and cut, to meet client and company deadlines for all projects
2. Develop detailed SIP shop drawings in order to ensure SIPs are manufactured precisely and efficiently, with enough lead time to get foam cores ordered, delivered, and cut, to meet client and company deadlines for all projects
3. Work with clients, architects, and builders to ensure shop drawings are aligned to their architectural drawings and meet all relevant zoning requirements, all regulations, and all engineering standards as well as complying with the spirit and intent of clients' vision for their project
4. Participate, and at times Lead, Design Meetings with Clients to review their plans, ask questions, and get their input on Shop Drawings.
5. Where required, ensure our drawings are reviewed and stamped by a qualified engineer to ensure our timber frames are structurally sound and will stand the test of time as safe strong beautiful homes for our customers
6. In coordination with the Director of Operations, identify and purchase all brackets, rods, and all other non-timber materials needed for the timber frames we manufacture
7. During Design Phase, consult with the SIPs Shop, Timber Frame Shop, and Field Team as needed to ensure all teams understand the Shop drawings and have opportunities to provide input, such that components are cut and installed correctly, and on time to meet client deadlines.

Project Management

1. During Fabrication Phase and Install Phase, Review drawings with Timber Shop Foreman, SIP Shop Foreman, and Field Foreman to ensure all parties understand how timber frames and SIPs are to be cut, and how they are to be installed
2. Take feedback from shop foreman and field foreman and adjust drawings where required to support their teams and optimize for safety, quality, feasibility of installation, and manufacturability, in that order of priority
3. In collaboration with the Director of Operations, participate in, and at times lead, Pre-Construction Meetings with builders and clients to ensure projects proceed smoothly and on schedule through Fabrication Phase and Install Phase, including permitting, site preparation, and logistics coordination
4. Feed updates and inputs on project planning, timelines, and inputs from clients, builders and other stakeholders back to the Operations and Sales teams so that they can update



project timelines, deconflict various competing project schedules, and communicate with the broader team to keep everyone synced

5. Advise the President, Director of Operations, and Foremen on building techniques, building materials, and construction industry developments and trends
6. As needed, support questions and troubleshoot issues as they arise in the manufacturing and installation process
7. Ensure the Customer Relationship Management, and Project Management tool (Monday.com or otherwise) is kept constantly up to date in order to provide the whole team with an accurate picture of the status of the various projects we are working on, and the workload of the design team, manufacturing teams, and installation team
8. Optimize and improve upon existing processes
9. Support the rest of the design team as needed to ensure customer requests are responded to promptly and questions are answered in a professional and knowledgeable manner
10. Support the training and onboarding of new employees

This Structural Design Role is critical to the success of the overall company. He or she will develop detailed shop and technical drawings across a variety of projects, from houses, to barns, stairs (occasionally), commercial projects and others.

The Structural Designer owns a critical stage of the project execution process. After customer contracts are signed, and project timelines are confirmed by the Director of Operations, the Structural Designer is responsible for:

1. Drafting detailed timber frame and SIP structural and shop drawings, Work Orders, and Cut Sheets
2. Where needed, submitting those drawings to a qualified engineer for review, approval and stamping
3. Gaining customer sign off drawings so that materials can be ordered and the timber frame and SIPs be cut
4. Ordering all appropriate non-timber materials such as metal rods, Simpson brackets, connectors, etc.
5. Briefing the Timber Shop and Field Foreman, at the appropriate time, on the details of the timber frame



The role will involve a significant amount of thoughtful coordination and advisory input with internal and external stakeholders to ensure customer projects are delivered on time, efficiently and to the highest quality standard.

Detailed, thorough shop drawings are crucial for the Panel Shop and Timber Shop to cut precise, high quality components. Tight coordination and constant communication with the Panel Shop Foreman, Timber Shop Foreman, and Field Foreman, are critical to efficient and high quality production and installation.

The right person will be adept at communicating complex structure and design concepts in layman's terms to clients who are new to the construction process, while also encouraging and supporting them through their build process. A professional, positive, and courteous demeanor is essential.

We believe in building structures the right way, that will stand the test of time. If you have construction and design experience, and are intrigued by the timeless art of timber framing, this is an great opportunity to join a well regarded team.

Responsibilities

1. Draft Timber Frame and SIP Shop Drawings, working as part of a team.
2. Consult with Clients, Engineers, Architects, Builders, Shop Foremen, and Field Foremen, to design structures that meet Architectural requirements, Engineer requirements, are aligned with our approach to fabricating Timber Frames and Panels, and will be able to be assembled onsite.
3. Support Shop and Field Foreman with questions and technical support, as well as project management support, as they fabricate and install projects.
4. Attend client facing and internal planning meetings.
5. Support Marketing and Sales efforts to help the company win new work.
6. Carefully track Design Time to support proper project accounting.
7. Actively participate in the company safety program.
8. Attend ~6 days per year of tradeshow, including potentially weekend days.



Required Skills and Experience

1. 5+ years of drafting experience in residential construction.
 - Timber framing / structural panels / panelized construction Drafting and Design Experience is extremely helpful.
2. Proficient with AutoCAD, HSB CAD plugin, and SketchUp.
 - Revit and other Architectural design software program experience is useful, however we do not use that software.
3. Robust carpentry skillset.
4. Strong written and oral communication skills, especially via email.
 - Able to convey in writing, with nuance and clarity, complex structural and design concepts that touch upon Structural, Building Science, and Architectural elements.
 - “What do I Know, Who Needs to Know It, Have I told Them.”
5. Robust understanding of the principles of Building Science and Structural Engineering as they pertain to Timber Frame and SIP structures.
6. 5+ years in residential construction including framing.
7. Ability to travel occasionally to job sites.
8. A strong safety-first mindset.

Ability to take accurate notes in meetings, and synthesize client and Build Team comments and action items.
9. Strong sense of teamwork and communication skills.
10. A sturdy professional attitude.
11. Willingness to work outside year-round in the North Eastern United States.
 - Outdoor work is expected to be very minimal in this role, though it may at times be necessary when inspecting materials and jobsites.
12. Ability to safely operate circular saws, planers, mortisers, chainsaws, and other heavy, sharp cutting tools.



- Carpentry work is expected to be minimal in this role, though it will be important to get hands on experience with how we cut timber frames and SIPs.

13. Can-do, positive mindset.

Additional Nice-To-Have Skills and Experience:

1. 15+ years of Design Experience
2. 15+ years of Carpentry / Timber framing / construction experience
3. Fluency with common Timber Frame and SIP joinery and connections
4. Timber Framers Guild, Heartwood School, Yestermorrow, or equivalent training or Certifications
5. Structural Insulated Panel Association (SIPA) Certifications
6. Vocational or technical school construction training and certification
7. Experience with following carpentry / timber design plans
8. Passion for Timber Frame and SIP construction methodology
9. Forklift and/or telescopic handler (Lull) operating experience
10. General repair / maintenance experience

Pay & Benefits

1. \$32 - \$40 / hour depending upon skills and experience
2. Annual Profit Sharing and Performance Bonus
3. Paid travel costs including travel time and hotels
4. \$6,600 / year towards Health Insurance
 - Covers 89% of a single employee's monthly premium
5. Vision/Dental Insurance
6. Health Savings Account (HSA) Program with \$500/year Employer Match
7. Short and Long Term Disability Insurance (100% employer paid)



8. Life Insurance (100% employer paid)
9. 401(k) with 5% Employer Matching program
10. Paid Time Off
11. Company Holidays
12. 100% of qualified and relevant Professional Development Training & Education
(employer paid)

Interested applicants will be expected to:

1. Fill out the Join Our Team Form at <https://vermontframes.com/careers/>
2. Submit a resume
3. Submit a cover letter explaining why they think they would be a good fit for the role
4. Complete a First Round Interview over zoom
5. A Second Round Interview onsite at our shop in Starksboro
6. Provide (3) Professional References
7. Provide a Portfolio of Carpentry and Design Work

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

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.