20 October 2026

Role: Timber Framer/Field Installer
Reports to: Field Foreman
Location: Starksboro, VT, Jobsites across New England & New York

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.

Role Description

This role focuses on raising timber frame structures on jobsites spread across New England. Working under the supervision of the Field Team Foreman, you 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 jobsite and workshop tasks will also need to be completed.

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

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

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.

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.

Responsibilities

- Follow all instructions of the Field Team Foreman
- Communicate clearly and promptly
- Follow detailed timber frame and SIP plans from the Design Team for the assembly of Timber Frame and SIP structures
- Inspect and assemble timbers on site
- Carefully install Wall and Roof SIPs and 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. Safety comes first
- 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

- Proficiency and competence with common hand tools, power tools
- Robust carpentry skillset
- 5+ years of carpentry experience timber framing / construction experience
- A strong candidate will be comfortable, competent, and safe, working at heights and in all weather conditions
- 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 Northeastern 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:

- 10+ years of carpentry / timber framing / construction experience
- Rock Climbing experience
- Back Country Skiing 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

Pay & Benefits

- Competitive compensation, commensurate with experience
- Sales Commission
- Additional Performance-Based Compensation
- $6,600 / year towards Health Insurance (covers 90% of employee's monthly premium)
- 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, after 6 months
- 7+ Days Paid Time Off
- 8 Paid Company Holidays
- Professional Development Training & Education (100% employer paid)

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 Lamanites 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.