



Carpenter – Residential Construction (Full-Time)

Pay: \$17–\$50/hour (DOE) + performance incentives

Location: San Luis Obispo County

Experience Level: Mid-Level to Lead Carpenter

3W Construction is a residential remodeling and custom home builder based in Atascadero, serving clients throughout San Luis Obispo County. We specialize in high-quality home remodels and custom new construction, and we take pride in craftsmanship, organization, and a professional jobsite experience.

We are growing and looking for a skilled carpenter who wants more than just a job. We want someone who wants a long-term career with a stable, respected company and a crew that works hard and supports each other.

What You'll Do:

You will work directly with the Superintendent and team across all phases of residential construction, from demolition through finish carpentry.

Responsibilities include:

- Read and interpret plans, layouts, and engineering details
- Execute framing, siding, window & door installation, and finish carpentry
- Perform remodel demolition and site prep
- Install structural and finish components accurately and efficiently
- Maintain organized, safe, and clean jobsites
- Communicate project needs and issues promptly to the Superintendent
- Handle tools and materials safely and professionally
- Help keep projects on schedule while maintaining quality standards
- Protect client homes and property during construction
- Support and mentor less-experienced crew members when appropriate

Who You Are:

We're looking for someone dependable, detail-oriented, and proud of their work... not someone just looking to punch a clock.

Ideal candidates:

- Take ownership of their work
- Care about craftsmanship and final product quality
- Communicate clearly and respectfully
- Work well as part of a team
- Stay solution-oriented when problems arise



- Respect client homes and occupied remodel environments
- Prioritize safety at all times

Skills & Experience:

- 5+ years residential carpentry experience preferred
- Ability to read plans and follow specifications
- Knowledge of framing, siding, window/door install, and finish carpentry
- Experience with standard carpentry tools and jobsite equipment
- Familiar with building codes and best practices
- Comfortable working on ladders, scaffolding, and roofs
- Valid driver's license and reliable transportation
- Legal authorization to work in the U.S.
- Must be able to lift, carry, kneel, climb, and work outdoors

Required Tools: Basic hand tools and small power tools (bags, hammer, circular saw, drill, etc.)

Provided by Company: Large and specialty equipment

Compensation & Benefits:

- \$17–\$50/hour depending on skill and experience
- Quarterly performance bonus program
- 401(k)
- Continuing education and skill development opportunities
- Stable year-round work
- Supportive, safety-focused work environment

Why Work at 3W Construction?

We are intentional about building both quality homes and a strong team. Our goal is to provide a workplace where you can grow your trade, improve your skills, and feel proud of the work you complete each day. If you care about craftsmanship and want to work with a professional crew that values doing things the right way, then we'd like to meet you.

Apply by sending your resume and work experience. Photos of past projects are encouraged.