



Job Title: Foreperson

Location: Glass Brothers Construction (GBC), Nova Scotia

Salary Range: \$32 to \$40 per hour

Total Remuneration & Benefits:

- Salary of \$32 to \$40 per hour
- Paid vacation starting in the year of hire
- Paid training and professional development opportunities
- Cost-shared benefits package, including:
 - Health and dental insurance
 - Life insurance
 - Dependent life insurance
 - Long-term disability and critical illness coverage
 - Two additional company-paid holidays added to the six statutory holidays
 - Participation in team outings and sports events
 - Paid mileage
- Balanced life-work schedule: Monday to Friday, 7:30 am to 4:30 pm, some Saturdays, minimal overtime required (more hours available upon request)

Growth Opportunity:

As you grow at GBC, there is potential to advance into a Project Manager position, depending on performance.

Is This Role for You?

- The happiest and most successful team members at GBC exhibit the following traits:
 - Critical Thinking & Problem Solving: They come up with recommendations and solutions when issues arise.
 - Coachability: They take feedback, grow, and maintain high standards both on and off the site.
 - Team Support: They understand that every job has its tough days, but they push through to achieve milestones and support the team.
 - Growth-Oriented: They aim to grow alongside the company, learning new skills, and taking on more responsibility over the years.
 - Skilled in Their Craft: While the role involves framing, rough carpentry, and ICF work, experience in exterior or interior finish carpentry is a plus. Attention to detail is essential given the high standards we maintain.

This Role is NOT for You If:

- You Aren't a Team Player: We operate as a high-performing team, not just a group of individuals. Clear communication, accountability, and maintaining high standards are crucial.
- You Are Stuck in Your Ways: Candidates who are resistant to feedback or stuck in a "this is how I've always done it" mentality tend to struggle here. We value dynamic, evolving team members who are open to learning and teaching.

Desired Qualities & Experience:

- 10+ years' experience in the construction industry
- 7+ years' experience in residential construction carpentry
- 5+ years' experience in residential construction framing
- Advanced understanding of framing, carpentry, and layout work
- Knowledge of ICF construction processes (required)
- Red Seal Certification (an asset, but not required)
- Experience as a foreperson or supervisor, with skills in coaching, mentoring, and delegating
- Experience in planning, scheduling, coordinating, and working with other subtrades
- Ability to read and interpret blueprints and drawings
- Superior organizational, time management, logical thinking, and problem-solving skills
- Strong active listening, team building, leadership, and negotiation abilities
- Flexible, with excellent conflict resolution and effective communication skills
- Reliable transportation and valid NS driver's license required (travel between sites is necessary)

How to Apply:

Send your resume and cover letter to hr@glassbrothersconstruction.ca. In the subject line, include: **Application for Foreperson - Your Name.**