

Built on Skill. Proven by Results.

📍 Preston, MD (Eastern Shore, MD & DE) | 📅 Full-Time | 💰 \$28 – \$35 / hour + Overtime

WHO WE ARE

BCO Construction & Home Services is a licensed, insured residential construction and remodeling company (MHIC #103736 · MHBR #9563) working across Maryland's Eastern Shore and Delaware. We're a tight-knit, professional team — no drama, no shortcuts. Just quality workmanship, mutual respect, and steady work for people who take their trade seriously.

THE OPPORTUNITY

We need a Lead Carpenter who knows their craft inside out and leads by example. You'll run job sites, execute high-quality carpentry, and hold the standard — without needing to be managed. If you take real pride in the finished product and want to be part of a crew that does the same, this is where you belong.

WHAT YOU'LL DO

- ▶ Execute framing, trim, and remodeling work to a consistently high standard
- ▶ Lead and supervise job site crews — set the tone, hold the standard
- ▶ Read and interpret blueprints and construction plans accurately
- ▶ Uphold safety standards and building codes on every project
- ▶ Coordinate with project managers and subcontractors to keep work flowing
- ▶ Maintain clean, organized, and efficient job sites at all times

WHAT YOU BRING

- ▶ 5+ years of carpentry experience, with lead role experience preferred
- ▶ Strong working knowledge of residential construction methods
- ▶ Proven ability to lead a crew and problem-solve under pressure
- ▶ Safe, competent operation of tools and equipment
- ▶ Valid driver's license
- ▶ Physically able to work outdoors and lift 50+ lbs.

PAY & PERKS

- ✓ **\$28 – \$35 per hour** based on experience
- ✓ **Overtime available** based on project demand
- ✓ **Take-home company vehicle** provided after probationary period
- ✓ **Consistent, year-round work** backed by an active project pipeline
- ✓ **Real growth potential** as BCO continues to expand

***Straight talk:** Paid holidays and bonus structures are not currently in place. We'd rather be honest about that upfront. Growing the team's benefits is a real goal as BCO continues to scale.*

READY TO DO YOUR BEST WORK?

We're not looking for someone who just punches the clock. We want a true craftsman who takes pride in the work, cares about the details, and shows up ready to deliver every time.

✉ Send your CV + verifiable references to: bryan@bcohomeservices.com

✓ **References** must include name, company, and contact information

✓ **References** are contacted before interviews are arranged

✓ **Interviews** are by invitation only — no phone calls, please

BCO Construction & Home Services is an Equal Opportunity Employer committed to fair hiring practices and compliance with all Maryland employment laws.