



Title: Construction Foreman/Foreperson
Reports To: Director of Construction
Location: Lancaster, PA (In-person)
Status: Full-time, Exempt
Pay Range: \$60,000-\$70,000 annually
Benefits:

- Health insurance
- 401(k) matching
- Paid time off
- Vision insurance
- Dental insurance
- Life insurance

Our Core Values:

PASSION – Be fearless in our steadfast pursuit of just, equitable homeownership opportunities for all

GRIT – Draw on our collective sense of purpose, urgency, and determination to get the job done

SOUL – Lead with compassion, using both head and heart in every decision we make

TEAMWORK – Own our role as change-makers, while inviting others to walk alongside us

AUTHENTICITY – Walk the talk, even when no one else is looking

Summary:

Reporting to the Director of Construction, this role takes an active, hands-on part in building, rehabilitating, and repairing homes. The position is directly involved in daily construction tasks—framing, carpentry, siding, roofing, and other trades—while also overseeing project scope, budget, and schedule. In addition, the Construction Staff Member will educate, guide, and supervise volunteers, including Habitat homebuyers, on the construction site and at special events.

Primary Responsibilities:

- Serve as Competent Person and actively perform construction tasks on new builds, rehabs, and repairs, ensuring projects are completed safely, on time, and within budget.
- Take a lead role in hands-on carpentry and related construction activities, modeling quality workmanship for volunteers and homebuyers.
- Train, educate, and supervise volunteers, Habitat homebuyers, and long-term volunteers of all skill levels, working alongside them on site.

- Coordinate with the Construction Team, including the Director of Operations, Director of Construction, Volunteer Services Manager, and Family Services Manager, while monitoring assigned projects' schedules.
- Supervise AmeriCorps Members or other long-term volunteers as appropriate and necessary.
- Maintain and enforce safety standards on assigned construction sites, leading by example.
- Plan and arrange for equipment use, maintenance, and replacement as necessary.
- Coordinate sub-contractors at assigned sites as needed.
- Occasionally present publicly on Habitat's construction work and home maintenance.

This position should not be construed to contain every function/responsibility that may be required. Team members are expected to perform other duties as needed.

Specifications:

- Extensive experience and knowledge of home building, home rehabilitation, and construction processes required, with strong hands-on carpentry skills.
- Ability and willingness to perform physical construction tasks daily in varied weather conditions.
- Demonstrated ability to teach and lead others by working alongside them on site.
- Basic competency with Microsoft Outlook preferred.
- Availability to manage and support construction projects Monday through Friday, with occasional Saturday work (maintaining a 5-day work week).
- Must obtain a Competent Person certification according to HFHI by completing the Competent Person Safety Training.

Please send cover letter and resume to jobs@llhfh.org

Lancaster Lebanon Habitat for Humanity is a nonprofit that builds, rehabs, and repairs homes in partnership with low-to-moderate-income families. Its vision is a world in which everyone has a decent place to call home.

Habitat for Humanity is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, marital status, national origin or disability.

Effective: September 30, 2025