



Laborer - Land Development

Enfort Homes – Kirkland, WA

We:

Love real estate and are passionate about building & developing the highest quality new construction homes in Kirkland, WA. Most Enfort Homes projects are multi-million-dollar eastside homes. With a knack for design and an eye for detail, we set high standards for all our construction projects and our chosen subs. We have a tight-knit culture and we work closely as a team, maximizing each person's areas of expertise. We are fast paced and growing quickly. We are hungry to succeed, and willing to work to make it happen. We are energetic & thrive on the fast pace of our industry.

You:

You have a passion for construction and love working during horizontal land development stage of construction. You are detail-oriented, safety-focused, and have a knack for solving problems on the fly. You enjoy seeing the immediate impact of your work and take pride in completing projects to the highest standards. You're a team player who can also work independently and effectively manage your time. You bring energy to the job site and have a proactive approach to getting things done, keeping up with site safety, site cleanliness and standards at the forefront of every project.

The Job:

The land development laborer will be responsible for assisting the Excavator Operator with all demolition, excavation, utility trenching, conduit installation, right of way flagging work, final grading, landscape retaining walls and other land development activities to deliver a quality project site for Enfort Homes Land Development & Vertical Construction teams. This position involves performing physical tasks in a construction environment. The ability to lift/carry 50lbs materials, climb ladders, lay utility conduit, set drainage pipe, install TESC on job sites, spread hay, install silt fencing, dig holes as necessary and perform other land development dirt work as required. You will collaborate closely with the Excavator Operator, Land Development Manager, Project Managers, Superintendents and other team members to ensure timely and accurate execution of construction tasks in compliance with project specifications, safety standards, and company goals. Additionally, this position will be required to perform other laborer responsibilities when no land development work is ongoing i.e. Carpentry, Drywall, Painting, and the use of various power tools This position will report to the Land Development Manager.



DEMOLITION, SITE PREPARATION, EXCAVATION, BACKFILL, FINAL GRADE & LANDSCAPE (70%):

- Assist the Enfort Homes operator excavator during demolition, excavation, trenching, grading and backfilling of the job site by keeping the site clean, organized, safe and up to standards.
- Install utility conduit for water, sewer, gas, storm and electrical lines according to site plans and specifications.
- Assist during demolition work and removal of existing structures, debris, and materials from the site, watering the building, pick up miscellaneous debris and trash moving fencing panels.
- Perform all necessary site work to prepare the project for landscaping sub-contractor, i.e.: Fence wreck out, construction debris removal, etc.
- Coordinate installation of site retaining walls utilizing rockery, block walls or other materials.
- Maintain a clean, organized job site at all times.

GENERAL RESPONSIBILITIES (30%):

- Set Enfort Homes Signs, Safety Boards, & Mailboxes
- Safely Operate a variety of power & hand tools.
- Move items around a jobsite
- Move Items from jobsite to jobsite.
- Assist with general labor tasks as needed to support the Enfort Development Team.
- Organize and catalog and keep inventory of all Land Development tools and materials.
- Participate in daily site meetings to discuss project progress, safety protocols, site cleanliness and task assignments.
- Maintain strong communication and coordination with all team members and subcontractors.
- Complete other duties as assigned by the Land Development Manager.



Qualifications:

- 3-5 years of experience in horizontal labor activities
- Familiarity with residential construction processes, including site preparation.
- Knowledge of utility installation procedures and local construction safety standards.
- Ability to read and interpret site plans, blueprints, and technical documents.
- Valid driver's license
- Rigorous attention to detail, work ethic, personal responsibility, work product ownership, organizational skills with a focus on quality and safety.
- Self-motivated & proactive
- A positive attitude
- Ability to learn quickly
- Ability to follow directions.
- Self-motivated & proactive

Salary & Benefits:

- Salary – DOE: \$30/hr
- Bonus – see below
- Annual bonus based on accomplishing set yearly goals & company performance
- 3 weeks PTO + 8 Federal Holidays Off
- Mileage reimbursed at IRS rate
- \$50/month phone allowance
- Health & dental benefits
- 401(k) with 4% company matching



Bonus:

- **Opportunity #1: Annual Bonus**
 - Discretionary Nature: The annual bonus is not guaranteed and is awarded at the sole discretion of the company's management.
 - Company Performance: The total bonus pool available is determined based on the company's financial performance and other relevant factors as decided by the company.
 - Individual Contribution: Your eligibility and the amount of the bonus will depend on the management team's evaluation of your individual performance and contributions throughout the year based on the following criteria. The criteria will be scored and presented during an end of the year review.
 - Safe, secure and clean job sites.
 - Target is 5% of Salary.
- **Opportunity #2: Individual Project Performance Bonus (per sellable unit basis)**
 - The bonus amount is based on a sliding scale within the project bonus matrix with variables put in place at project feasibility waiver.
 - Scorecard: Curb Appeal, Safety & Job Site cleanliness score
 - Deadline Achievement: In Days
- Max. Bonus: Total potential bonus for any single project unit will not exceed \$250.00
- The project is considered complete and ready for review upon receipt of the Certificate of Occupancy and the bonus will be paid with the paycheck following the sale (closing) of unit.
- Target Units sold per Laborer is estimated at 10+ Annually
- Target "Meets Expectation" is \$250 Per unit. \$2,500 annual target for project-based bonus.

Total Compensation Breakdown:

- Salary - \$62,400
- Potential Annual Performance Bonus - \$3,120
- Potential Individual Project Performance Bonus - \$2,500
- 3 Weeks of PTO, value - \$3,600
- **TOTAL YEARLY COMPENSATION - \$71,620**