



Full-Time Shop Carpenter

Job Description & Posting
Tuesday, August 11, 2026

Reports To: Shop Manager

Department: Shop
Hours & FLSA Status: Full-Time (40+ Hours / Week)
Overtime Available

Company Overview



Pheifer Brothers Construction is a third-generation, family-owned bridge contractor founded in 1952. We specialize in high-quality bridge construction, heavy highway work, pile driving, and related services across Wisconsin. Our strength is our people—seasoned leadership, skilled field crews, and dedicated office staff—who live "[The Pheifer Way](#)" a culture built on integrity, collaboration, continuous growth, and doing the right thing. We are expanding and committed to building not only bridges but also a strong, safe, and engaged team.

Position Summary

As our dedicated Shop Carpenter, you will play a key role in building and assembling high-quality wooden forms, templates, bridges, and structural components for bridge construction projects across the state of Wisconsin. If you take pride in precision woodworking and enjoy seeing your work contribute to major infrastructure, we want to hear from you! This hands-on role focuses on supporting the Pheifer team in multiple facets but mainly practical projects. It is ideal for a motivated individual seeking real-world carpentry experience, professional development, and the opportunity to make a meaningful impact in a growing family-owned company.



599 Bondow Dr. - Neenah, WI 54956
"An Equal Opportunity Employer"



Key Responsibilities and Tasks

You will contribute the following (under the guidance and mentorship from leadership until August 2027):

Key Responsibilities:

- Construct and assemble custom wooden bridge forms, falsework, and concrete forms
- Build jigs, templates, and specialized shop fixtures
- Read and interpret blueprints, shop drawings, and specifications
- Operate woodworking tools, saws, routers, planers, and other shop equipment safely
- Perform quality checks to ensure components meet structural and dimensional standards
- Maintain a clean, organized, and safe shop environment
- Assist with material inventory and occasional field support as needed
- Other tasks as assigned by Shop Manager

Qualifications & Requirements

Required:

- 3+ years of experience as a carpenter, preferably in heavy construction, bridge work, or custom fabrication
- Strong skills in framing, formwork, and finish carpentry
- Ability to read blueprints and use precision measuring tools
- Experience with power tools and shop machinery
- Reliable transportation
- Ability to lift 50+ lbs and work in a physically demanding environment
- Bridge or heavy civil construction experience is a big plus
- Excellent social skills and ability to communicate effectively with field and office staff.
- Valid driver's license and ability to occasionally visit project sites across Wisconsin.

Preferred:

- Interest in long-term growth within a family-owned construction company.

Physical & Work Environment

- Primarily outdoor shop.
- Supportive, team-oriented environment where your growth matters.
- Active, hands-on role that involves standing, walking, lifting, and working with a variety of tools and materials throughout the day.

Schedule & Development Opportunities

- 40+ hours per week (primarily during core business hours, with some flexibility)
- We will support your pursuit of carpentry certification through study time allowance, exam reimbursement, and on-the-job learning opportunities
- Vacation: Two weeks, non-consecutive unless otherwise approved

What We Offer

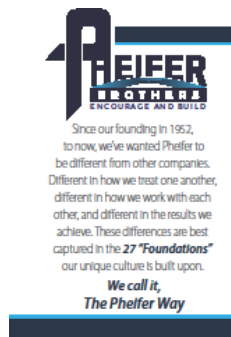
- One-on-one mentorship under the current Shop Carpenter until August 2027
- Competitive hourly pay based on experience
- Two weeks vacation
- 401(k) eligibility and potential for other benefits as hours allow
- Opportunity to gain broad carpentry experience in construction
- A values-driven culture where you will be part of the Pheifer family

Pheifer Brothers Construction is an equal opportunity employer. We welcome applicants of all backgrounds and maintain a drug-free workplace.

Eager to grow your HR career, gain hands-on experience in bridge construction, and contribute to a respected Wisconsin company.

This full-time role is active to support our team's growth and success. Join us and help create quality work that lasts, and build a career you can be proud of!

Pheifer Foundations



We are looking for leaders who don't just manage projects — they build legacies.

Join us. Build Wisconsin. Live The Pheifer Way.

SIGNATURES

This job description has been approved at all levels:

Shop Carpenter: _____ Date _____
Signature

President: _____ Date _____
Signature
Ryan Pheifer, President

Accounting: _____ Date _____
Signature
Sheri Roehn, Controller

Performance Metrics (Annual review)

Metric	Target	Actual
Pheifer Foundations Improvement*	100%	___%
*	100%	___%
*	100%	___ %
*	100%	___ %
*	100%	___%
*	100%	___%
*	100%	___%

* HR to develop, track, and report metric.