



Carpentry Lead

7.9.24

Job Description

ABOUT BMP

B Morrow Productions is a creative and production firm located in the Theme Park Design District of Orlando, Florida. Representing a new methodology of how creative work is developed with a unique collaborative approach between clients and the talents of BMP. Considered an entrepreneurial, fast paced and creatively driven studio BMP offers considerable room for personal and professional growth for studio talent (we don't use terms like employees and team members...you are the talent). With clients around the globe in various market sectors including theme parks, zoos, live entertainment, resorts, and educational experiences; the BMP team always has a wide variety of projects to dive into providing growth and ownership into project development.

BMP was founded on the belief of creating a safe, equal, and creative space for creators and makers. We believe in an inclusionary group of talents will not only create better for our clients but represent the full audience we are designing for. IDEA (inclusion, diversity, equality, and accessibility) are our design beliefs not only for our clients but for our studio. At BMP your complete, unique, and wonderfully talented whole-self can come to the studio each day, or sometimes work at home, to create and make amazing spaces and experiences.

BMP is also uniquely a 100% LGBTQ+ owned and operated business as certified by the NGLCC.

YOUR ROLE

As the **Carpentry Lead**, you will be responsible for leading the carpentry team through daily start up and end of day touch points as well as prioritizing work orders coming through the production studio. As an active carpenter, working side by side with your team, you will fabricate, construct, and assemble projects flowing through the carpentry operation. This role reports directly to and collaborates with the *Production Studio Shop Foreman*. Through dialogue and partnership with the *Production Studio Shop Foreman* you will determine the ideal construction approach and solidify timelines to complete projects. The *Carpentry Lead* role will review all work orders for carpentry, assess labor allocation, scheduling the team, and ensure all materials are ready for work order activation. Supply management will also be key in maintaining project efficiency and pace. Your carpentry leadership, creative guidance, and daily direction of assigned active projects will ensure the team is focused, meeting or exceeding project timelines, and maximizing the overall quality of the final product. Fostering an



environment of continued growth and development to the talent that report to you, will play an instrumental role as we continue to grow the company and elevate our creative services and product output.

You will be working with the Production Studio leaders and Production team to fabricate, assemble, set dress, and install key show set pieces and décor for projects nationwide. Responsibilities include assessing client needs, using your specialized skills and equipment to create custom pieces, and ensuring the final product meets quality standards.

Our ideal candidate has strong leadership attributes and a keen eye for detail, strong carpentry skills, and CNC experience. You will also be a leader in maintaining a well-organized production studio facility and ensure safety adherence in the workplace. Ultimately, the role of the *Carpentry Lead* is to produce high-quality, custom pieces that meet or exceed our clients' unique needs and expectations. This includes but is not limited to Theme Park Attraction Props, Halloween, and Christmas show sets and other attraction projects. Installation will occur on projects sites located nationwide and will include travel to site with the install team. You will be working on confidential assignments for our clients in the resort and theme park industries and must help maintain the secrecy of these projects.

YOUR ROLE

- Be the leader and main point of contact of the Carpenters and Carpentry Shop to ensure clear direction on daily tasks to meet their daily goals.
- Must have experience leading carpenters and possess soft skills that foster growth.
- Lead, guide, and support the carpentry shop talent and apprentices to increase and enhance their skills through training sessions, coaching, and growth development.
- Ensure projects are moving forward as planned and designed.
- Must be able to work in a fast-paced environment and have the ability and agility to adjust pace according to project schedules.
- Maintain open communication with Production Studio Shop Foreman and BMP leadership team on labor optimization and workflow efficiencies improvements.
- Work together with the Production Studio Shop Foreman, to align projects with weekly schedules, required supplies and materials for fabrication, and talent communication.
- Be fiscally aware and execute cost management strategies and labor optimization of projects in the Production Studio with an emphasis on the carpentry side of our business.
- Specify, source, and procure materials and tools to perform the work.
- High level knowledge of terminology associated with carpentry, materials, and processes.
- Construct, build and install sets, props, and décor.
- Use of hand tools, machine tools and other standard carpenter tools.
- Basic knowledge of CNC programming and operation.
- Work with production team to determine best approach, materials, and constructability.



- Capable and self-sufficient to perform work with little to no supervision.
- Be able to install on-site décor items, props, and show sets.
- Ability to travel to different work sites, including flights and overnight stays for extended durations.
- Must be flexible regarding your work schedule as project timeline commitments and installations may require longer work hours, weekends, or may occur at late evening or early morning hours outside of normal business hours.
- Collaborate with Leadership and Design team to create specialty designed carpentry driven designs.
- Must be able to understand and use various tools, ladders, and equipment including but not limited to forklift and man lifts.
- Be a leader in maintaining the cleanliness and organization of the carpentry area.
- Assist with quality control on warehouse and inventory organization and all show set installation projects.
- As needed, be able to climb ladders up to 12' tall.
- Must be able to use pallet jacks and large equipment such as a forklift and other racking system. (Accommodations and certification training can be provided)
- Lift materials up to 50 lbs.
- Always utilize proper safety procedures.
- Maintain confidentiality of all information.
- Have a valid driver's license.
- Have access to dependable transportation to and from the studio.
- Support various project teams, the BMP studio staff, and other duties as assigned.
- ALWAYS share the BMP studio spirit with others, internal and external.

QUALIFICATIONS

- 5+ years of professional carpentry experience required.
- Carpentry leadership and or leading other teams of skill trade talent.
- CNC experience preferred but not required.
- Must have experience with interpreting fabrication drawings, gathering material take-off, and creating cut sheets.
- Exceptional problem-solving abilities to identify and resolve potential issues during the fabrication process.
- Ability to work under pressure and meet tight deadlines while maintaining quality and safety standards.
- Assist with quality control and overall direction of the creative fabrication in the Production Studio.
- Communicate, coordinate, and partner with contractors and vendors as needed.
- Lead by example on all safety aspects in the Production Studio. Administer and adhere to all safety processes and standard operating procedures.



- Must be OSHA 10 certified. BMP will coordinate and cover the cost for training to meet BMP leadership safety requirements.
- Collaborate with the Production Studio leadership team to identify safety opportunities and assist in developing standard operating procedures for the scenic shop.
- Maintain cleanliness and organization in the Production Studio.
- Excited to work in a highly creative and fast-paced environment.
- A creative, curious, and innovating mindset.
- Demonstrate knowledge of materials from lumber, metal, epoxy, and others.
- Must be able to calculate time and project labor hours for carpentry projects.
- Self-directed, extremely meticulous and organized, with an ability to manage high levels of detail across multiple projects.
- Ability to prioritize tasks when given clearly defined goals and objectives.

COMPENSATION PACKAGE

Job Title:	Carpentry Lead
Job Category:	Full Time Salary
Compensation:	\$55,000 - \$75,000/yr. commensurate with experience
Paid Vacation:	8 days paid holidays 5 days paid BMP wellness week Unlimited PTO
Health Care:	Access to health care plan, dental & vision
401k Plan:	Eligible at 90 days post hire date, 100% match up to 3%
Cell Phone:	\$50/mo. automatic reimbursement
Talent Experience Fund:	\$250/yr. reimbursement

ACCOMMODATION

If you require accommodation in completing this application, interviewing, completing any pre-employment testing or otherwise participating in the talent selection process please direct your inquiries to talent@bmorrowproductions.com