

BAXOJE CONSTRUCTION, LLC

3D Printed Housing Program — Field Positions

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Project	Iowa Tribe of Kansas and Nebraska Housing Authority — 3D Printed Home Program
Employer	Baxoje Construction, LLC
Location	White Cloud, KS (Iowa Tribe Reservation)
Equipment	SQ4D Autonomous Robotic Construction System (ARCS)
Classification	Davis-Bacon / HUD-funded project (certified payroll, prevailing wage)
Type	Full-time, long-term, with room to grow

Overview

Baxoje Construction is expanding its 3D Printed Housing Program for the Iowa Tribe of Kansas and Nebraska. These roles combine traditional craftsmanship with innovative construction technology and are long-term opportunities with strong growth potential within the Baxoje organization. Because this is a HUD-funded, Davis-Bacon project, all laborer and mechanic positions are paid at the applicable prevailing wage rate plus fringe per the project wage determination, with certified payroll and Contract Work Hours and Safety Standards Act (CWHSSA) overtime.

Field Reporting Structure

Role	Classification / Pay Basis	Reports To
Working Superintendent & Lead Carpenter	Salaried (Exempt)	Sr. PM / Dir. of Field Ops
Assistant Superintendent / Concrete Specialist	Laborer & Mechanic — prevailing wage	Working Superintendent
Concrete Specialist II	Laborer & Mechanic — prevailing wage	Assistant Superintendent
3D Printer Operator	Laborer & Mechanic — prevailing wage	Assistant Superintendent
Supplemental Carpenter Foreman	Carpenter classification — prevailing wage	Working Superintendent
Carpenter & Site Assistant	Carpenter classification — prevailing wage	Carpenter Foreman / Lead Carpenter

Pay note: *Approximate annual figures shown for each role are for reference only. Prevailing-wage positions are paid hourly at the rate and fringe set by the project wage determination. A wage-determination classification (and, where no classification exists for 3D-printing work, a DOL conformance) will govern actual pay.*

Position Descriptions

1. Working Superintendent & Lead Carpenter

Classification	Salaried (Exempt)
Approx. Compensation	\$120,000+ annually
Reports To	Senior Project Manager / Director of Field Operations
Direct Reports	Assistant Superintendent, Carpenter Foreman, field crews, on-site subcontractors

Role Overview

The Working Superintendent serves as both the field leader and lead carpenter for Baxoje's 3D printed housing projects. This hybrid position oversees all daily field operations, performs high-skill carpentry, and supervises the field crews and subcontractors. The role balances hands-on carpentry with site management — ideal for a seasoned tradesman who thrives on active leadership in the field.

Core Responsibilities

- Lead day-to-day field operations and coordination among all trades and the 3D printing team.
- Perform expert-level carpentry, including bucking and installing door and window openings in printed concrete walls.
- Hang doors, install trim, crown moulding, and casework.
- Install ceiling beadboard systems (T&G planks or sheet-and-trim assemblies).
- Oversee site logistics, schedules, and sequencing to align carpentry and print operations.
- Supervise and mentor field crews to maintain productivity, safety, and quality standards.
- Coordinate inspections, HUD / Davis-Bacon compliance, and daily site reporting.
- Act as liaison with project management, design teams, and tribal representatives.

Qualifications

- 15+ years of construction experience, including 5+ years in a superintendent or lead carpenter role.
- Demonstrated ability to lead self-perform crews and coordinate site activities.
- Expert-level carpentry skills with a focus on precision and quality.
- Experience with concrete, modular, or 3D construction preferred.
- Strong leadership, mentorship, and communication skills.
- Comfortable working outdoors and managing emerging technologies on site.

2. Assistant Superintendent / Concrete Specialist

Classification	Laborer & Mechanic — prevailing wage + fringe (hourly)
Approx. Equivalent	~ \$60,000/yr equivalent (per wage determination)
Reports To	Working Superintendent

Role Overview

A hands-on field leader who helps manage the 3D printed housing project and works side-by-side with the Superintendent to lead the field crew. This person mixes, tests, and places concrete while supporting day-to-day site operations.

Core Responsibilities

- Help run daily work on the construction site and support crew members and subcontractors.
- Operate and monitor mixers, pumps, and material delivery systems.
- Adjust and verify the concrete mix within spec so it prints smoothly and meets quality standards.
- Keep the site safe, clean, and compliant with HUD and Davis-Bacon rules.
- Communicate with the project team and tribal partners to keep work on schedule.
- Help with project logs and daily reports.
- Teach and guide new team members from the local and tribal community.

Qualifications

- Experience working with concrete or construction materials.
- Some field leadership or assistant superintendent experience.
- Able to read construction drawings.
- Can operate machinery such as skid steers or excavators.
- Good communicator and team player.
- Interest in new building technology and helping the community grow.

3. Concrete Specialist II

Classification	Laborer & Mechanic — prevailing wage + fringe (hourly)
Approx. Equivalent	~ \$50,000+/yr equivalent (per wage determination)
Reports To	Assistant Superintendent

Role Overview

The Concrete Specialist II runs on-site concrete mixing and supports the 3D printing team — making sure the mix is right, keeping equipment in shape, and learning to use new building technology. A strong path to growing into a leadership role.

Core Responsibilities

- Operate mixers and prepare materials for 3D printing.
- Help with site setup, layout, and cleanup.
- Check and adjust the mix for strength and flow within spec.
- Keep equipment clean and in good working order.
- Handle materials safely and efficiently.

Qualifications

- Some experience with concrete or on construction sites.
- Comfortable running or learning to run heavy equipment.
- Reliable, hardworking, and comfortable with outdoor work.
- Enjoys teamwork and learning new technology.

4. 3D Printer Operator

Classification	Laborer & Mechanic — prevailing wage + fringe (hourly)
Approx. Equivalent	~ \$50,000+/yr equivalent (per wage determination)
Reports To	Assistant Superintendent

Role Overview

The 3D Printer Operator runs Baxoje's SQ4D printing system for building homes — a great fit for someone who likes technology and hands-on problem solving. Training is provided to operate, maintain, and monitor the printer on site.

Core Responsibilities

- Operate and monitor the 3D printer while homes are being built.
- Load print files and help plan the print sequence.
- Perform maintenance and minor repairs on the printer.
- Work with the concrete team to keep the mix flowing correctly.
- Help record data and verify print quality.

Qualifications

- Familiar with 3D printers or other types of machines.
- Comfortable using computers, controllers, and equipment.
- Experience with automated machines or CNC systems is a plus.
- Construction experience helps, but is not required.

5. Supplemental Carpenter Foreman

Classification	Carpenter classification — prevailing wage + fringe (hourly)
Approx. Equivalent	Carpenter rate per wage determination
Reports To	Working Superintendent

Role Overview

A working carpenter foreman who leads the supplemental carpentry crew, sets the pace and quality on finish work, and steps in to support the Lead Carpenter as print and carpentry operations scale. Hands-on craft work alongside crew coordination.

Core Responsibilities

- Lead and coordinate the supplemental carpentry crew on rough and finish work.
- Build and install bucks for door and window openings in printed concrete structures.
- Hang doors, trim windows, install casework, crown moulding, and ceiling beadboard finishes.
- Set quality and layout standards and check crew work for accuracy.
- Support truss setting and coordinate carpentry sequencing with the print crew.
- Maintain safety, cleanliness, and efficiency on site.

Qualifications

- 7+ years of carpentry experience (rough and finish) with crew-leadership experience.
- Expert layout, measurement, and finish-carpentry skills.

- Experience with concrete, modular, or 3D construction preferred.
- Able to mentor and direct a small crew while performing hands-on work.
- Strong work ethic and respect for craftsmanship.

6. Carpenter & Site Assistant

Classification	Carpenter classification — prevailing wage + fringe (hourly)
Approx. Equivalent	Carpenter rate per wage determination
Reports To	Carpenter Foreman / Lead Carpenter

Role Overview

Performs both rough and finish carpentry for Baxoje's 3D printed housing projects — perfect for a skilled carpenter or advanced apprentice who takes pride in their craft, enjoys hands-on work, and supports field leadership in daily operations.

Core Responsibilities

- Execute trim and finish carpentry: hanging doors, trimming windows, installing casework and ceiling beadboard.
- Build and install bucks for door and window openings in printed concrete structures.
- Assist with material cutting, staging, and site organization.
- Support truss setting and work alongside the 3D print crew as needed.
- Maintain cleanliness, safety, and efficiency on site.

Qualifications

- 3–7 years of carpentry experience (rough and finish).
- Proficient in layout, measurement, and tool use.
- Reliable, teachable, and eager to learn new construction technologies.
- Able to perform physical work, lift materials, and assist with general site tasks.
- Strong work ethic and respect for craftsmanship.

Note on casework: If Baxoje elects to self-perform cabinet and casework installation, this scope falls under the carpentry positions above. If subcontracted, a separate scope will define procurement, delivery, and installation standards.

General Requirements (All Positions)

- Valid driver's license; reliable transportation to a remote job site.
- Pre-employment drug screen and background check.
- Able to perform physical labor outdoors in varying weather; lift and carry materials as required.
- OSHA-10 (field crew) or OSHA-30 (leadership) within a set period of hire; site-specific safety orientation required.
- Commitment to safe operation around heavy equipment, concrete pumping, and the robotic print gantry.

Equal Opportunity & Tribal Hiring

Baxoje Construction, LLC is proud to support job growth in tribal communities. Consistent with tribal employment rights (TERO) and applicable federal guidelines, Native American applicants — and members of the Iowa Tribe of Kansas and Nebraska in particular — will be given hiring preference. As a HUD-funded project, we also pursue Section 3 goals to hire local and low-income residents. Baxoje is an Equal Opportunity Employer; everyone is encouraged to apply. We do not discriminate on the basis of race, color, religion, sex, age, national origin, disability, or any other protected status.