



JOIN THE SMITH & SONS CONSTRUCTION SERVICES TEAM






We're hiring a Skilled Tradesperson to join our award-nominated residential build team.

Founded in 1985, Smith & Sons Construction Services (SSCS) is a family-run design and build company with a proud reputation for craftsmanship, integrity, and excellence. Based in Gidea Park, and covering all of Havering, Essex and East London, we specialise in high-end residential projects - from complete home refurbishments and luxury extensions to bespoke new builds and loft conversions. Every home we build reflects our commitment to quality, attention to detail, and pride in our work.

We're not a volume-based company; we take on a select number of projects each year so that every client, every home, and every tradesperson involved receives the care and focus they deserve. Our team is close-knit, professional, and genuinely passionate about what we do - turning tired properties into refined living spaces that our clients love.

At SSCS, we believe success comes from doing things properly - taking pride in your craft, working with respect and reliability, and continuously improving. We're on a mission to raise the standard of residential construction across Essex and East London, and we're looking for people who share that vision.

We're seeking a skilled tradesperson who's more than just good at what they do - someone who takes genuine pride in their work and wants to be part of a high-quality team. The right person will be:

-  **Dedicated** — always gives 100% and takes ownership of their work
-  **Reliable & punctual** — understands the importance of consistency
-  **Professional & courteous** — represents SSCS with pride on every site
-  **Team-oriented** — enjoys working closely with others who share high standards
-  **Ambitious to grow** — eager to build skills, take on responsibility, and progress within the company

If you take pride in your trade and want to be part of a company that values quality, craftsmanship, and long-term growth — we'd love to hear from you.



Position overview (Assistant Site Manager)

This role involves hands-on work across our high-end residential projects — extensions, refurbishments, and loft conversions. You'll work alongside our site manager and wider team to deliver each home to the highest standard, on time and with pride.

We are seeking someone with experience in 1st and 2nd fix carpentry, but is happy to undertake a multi-trades role. Some examples of work that would be required (but not limited to) are below;

- With support from the site manager, managing labourers in strip out and site preparation sections of a project
- All aspects of 1st fix carpentry
 - Pitching roofs
 - Studwork (structural and non)
 - Floor joists and laying subfloor
 - Ply lining
- Insulating (with loft roll, PIR and/or acoustic slab)
- Plasterboard tacking and dot & dab
- Assisting team with installing structural steelwork
- All aspects of 2nd fix carpentry
 - Skirtings and architraves
 - Kitchen/bedroom fitting
 - Hanging doors (both sliding and standard)
 - Constructing and installing bespoke media walls or storage solutions
- General residential building

What You'll Bring to the Team

- Minimum 10 years' experience in residential construction or a specific trade (e.g. carpentry or general building)
- Own tools and transport
- CSCS card (preferred)
- Strong eye for detail and finish

Hours

The role will be full-time and the working hours are 8am - 4pm Monday to Friday (however we do expect you on site before 8am to take part in a team briefing lasting c15mins). There is optional overtime and weekend work available - subject to workload.



Hierarchy

The company is owned and operated by father son duo, Mike & Isaac Maynard-Smith. They head up overall project management and sales/business development.

Our core site team currently consists of our site manager, two skilled labourers and one unskilled labourer. This role will sit between site manager and skilled labour.

We have a large team of sub contractors who support the rest of the functions (tilers, plumbers, electricians etc).

Format

The successful candidate will be a self employed contractor and will be CIS registered.

We will provide you with company branded workwear, (t shirts, jumpers, gilets and hats) you are expected to supply and wear your own PPE and appropriate smart (black) work trousers/shorts.

Location

Most of our work is within Gidea Park, Hornchurch, Upminster, and surrounding areas of Havering, but we do extend to East London (Ilford, Chigwell, Loughton etc) and Essex (Leigh-on-Sea, Chelmsford etc). You will be expected to travel directly to and from site each day.

Salary

Depending on the successful candidate's experience, we are offering between £180-£200 per day plus performance related bonuses per project (expect 4-5 projects per year).

As we continue to grow, there will be opportunities to take on more responsibility and progress within the team.

Our Culture & Why Join Us

We take pride in our family values, attention to detail, and the fact that most of our work comes through recommendations. If you're someone who takes pride in their craft and wants to grow within a close, high-performing team — we'd love to hear from you.

We believe great work deserves recognition — we celebrate all of our wins, from site shout-outs, end of project team nights, to seasonal team events, we make sure hard work never goes unnoticed.



How to Apply

If this sounds like the right fit for you, we'd love to hear from you.

Please **WhatsApp us on 01708 206809** with:

- Your CV
- A brief summary of your experience
- Your location
- And most importantly, **why you'd be a great fit for the SSCS team**

Thank you for considering us, and good luck! We hope to speak soon.