

Lead Carpenter & CNC Operative

4Matix Ltd — Pontyclun, Wales

Salary	£32,000 – £39,000 per annum (dependent on experience)
Hours	37.5 hours per week, full-time
Location	Pontyclun workshop + UK-wide travel
Job Type	Permanent
Closing Date	13 April 2026

About 4Matix

4Matix Ltd is an established exhibition stand design and build company based in Pontyclun, Wales. With an existing client base across the UK, we work alongside businesses attending trade shows and exhibitions nationwide to deliver bespoke, high-quality exhibition environments — from concept through to installation. Our workshop team is central to everything we do, and we take pride in the craftsmanship and precision that goes into every project.

The Role

We are looking for an experienced Lead Carpenter & CNC Operative to join our team on a permanent, full-time basis. This is a hands-on role combining skilled carpentry with CNC operation, requiring someone who can take ownership of build quality, efficiency, and delivery standards across all projects — both in the workshop and on-site at exhibitions across the UK.

Key Responsibilities

Build & Installation

- Lead the construction and assembly of exhibition stands in the workshop and on-site
- Interpret technical drawings and translate them into practical, high-quality builds
- Take ownership of quality, finish, and structural integrity across all work

CNC Operation & Production

- Programme and operate CNC machinery; prepare files and materials for production
- Ensure accuracy and efficiency in all CNC output

On-Site Leadership

- Lead installation and dismantle of stands at exhibitions, directing and supporting team members on-site
- Ensure projects are delivered safely, on time, and to a high standard

Preparation, Logistics & Health & Safety

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- Oversee preparation and packing of jobs prior to dispatch
 - Ensure all work is carried out in line with health & safety requirements
 - Maintain relevant certifications (CSCS, forklift, etc.)
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About You

- Strong carpentry and construction background — exhibition or fit-out experience a bonus
- Experience with CNC machinery an advantage
- Able to lead a project and work independently to a high standard
- Reliable, practical, and solution-focused
- Comfortable with UK travel and occasional overnight stays

If you feel your experience could support what we do but you don't meet every criteria listed, we'd still love to hear from you — get in touch and tell us what you can bring to the team.

Hours & Pay

This is a full-time role, 37.5 hours per week. Due to the nature of exhibition work, some weekend working will be required. Where possible this will be compensated as time off in lieu; where that is not possible, weekend hours will be paid as overtime.

Salary is £32,000 – £39,000 per annum, dependent on experience.

What We Offer

- Paid annual leave (statutory entitlement)
 - Statutory Sick Pay (SSP)
 - Workplace pension contributions
 - Company-funded training and certifications
 - Travel and accommodation costs covered for all UK work
 - Time off in lieu or paid overtime for weekend working
 - Real opportunity to develop and progress within an established business
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How to Apply

Please send your CV and a covering letter to:

nia@4matix.co.uk

To find out more about 4Matix, visit us at www.4matix.co.uk

Closing date: 13 April 2026. We reserve the right to close this vacancy early if sufficient applications are received.