



Mukilteo, WA

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NorthLight Custom Builders:

NorthLight Custom Builders is a full-service design-build home remodeling company in Mukilteo, Washington. We serve North King and South Snohomish counties, including Everett, Mukilteo, Edmonds, Shoreline, North Seattle, Bothell, Mill Creek, Kirkland, Woodinville, Redmond, and Bellevue.

Our core purpose is: To better the places where people live through high-quality residential remodels, additions, and outdoor structures.

Our vision is to give Pacific Northwest homeowners confidence throughout the remodeling experience by providing clear pricing, trusted guidance, and lasting craftsmanship they can rely on for years to come.

Our mission is to remove the fear from remodeling by combining a certified building process, eliminating the unknowns with thorough planning and clear communication, and hands-on design guidance. We want homeowners across King and Snohomish counties to feel comfortable investing in their homes with total certainty, from our first conversation to project completion and beyond.

NorthLight's services include:

- Kitchen and Bathroom remodels.
- Home additions and conversions.
- Whole home remodels.
- Outdoor living spaces.
- ADU/DADU conversions and additions.

We operate based on five core values:

- **Honesty & Integrity.**
- **Professionalism.**
- **Being Friendly & Personable.**
- **Being Coachable.**
- **Teamwork.**

Our team members bring this purpose and these values to life every day – in how we work with each other, solve problems, and serve our clients and communities. These values stay front and center for every NorthLight employee.

About the Role

We are seeking a full-time **Design-Build Sales Consultant** based at our Mukilteo, WA location. NorthLight Custom Builders' Design-Build Sales Consultants are polished, consultative sales professionals who build lasting, trust-based relationships with discerning homeowners investing in premium, design-forward home remodels. They bring deep knowledge of the residential remodeling industry, genuine appreciation for high-end design and craftsmanship, and the patience to guide clients through a longer, relationship-driven sales cycle.

You'll be backed by a team with years of experience in project management, carpentry, and trade partnerships. As the client's guide through the entire design-to-build process – from Pre-Construction through warranty service – you'll work closely with the design team and project developers while serving as a steady advocate for both the client and NorthLight.

Strong organization, clear communication, reliable follow-through, and a willingness to follow processes and work as part of a team are essential to success in this role.

Responsibilities include, but are not limited to:

- Respond quickly to incoming leads, qualify them against NorthLight's ideal project scope and value, and schedule and prepare for in-person consultations.
- Meet clients to understand their lifestyle, design vision, and long-term goals for their remodeled space.
- Clearly explain NorthLight's process and how it meets the client's goals.
- Communicate the design and material possibilities for the project, along with any constraints from location, budget, or construction realities, in a way that builds trust and reinforces expertise.
- Build consultative trust, whether over a longer, data-driven evaluation or a fast-moving, referral-driven decision, so clients feel comfortable sharing their budget and vision and ultimately choose NorthLight.
- Collaborate with the Project Developers and Design Team to build a Pre-Construction plan and deliverables for the client.
- Work with the Project Developers, Design Team, and trade partners to gather accurate quotes for the construction budget.
- Partner with the Pre-Construction team to develop project estimates, using historical data and experience, that feed into the construction contract presented to the client.
- Confidently present contracts and answer client questions about the estimate and the project.
- Meet or exceed sales goals set by management.
- Maintain and update the Buildertrend CRM and client portal.
- Manage multiple projects and clients effectively.
- Manage time effectively and keep teams on track to meet deadlines.
- Attend local networking events and cultivate past-client and community referrals that drive repeat business in NorthLight's core neighborhoods.
- Partner with marketing to develop sales tools.

Qualifications

- Proven sales experience in premium or high-end residential remodeling is strongly preferred.
- Experience or understanding of estimating residential remodeling construction projects required.
- Knowledge of residential construction (kitchen, bath, and whole-home remodeling) required.
- Excellent communication skills and a collaborative, team-first mindset.
- White-glove, relationship-first approach suited to discerning, design-conscious homeowners.
- Confidence presenting certifications, warranties, and craftsmanship as trust-building tools, not just price sheets.
- Comfort guiding clients through a wide range of sales cycles, from fast-moving, referral-driven opportunities to complex projects that require months of planning, education, trust-building, and ongoing relationship development.
- Ability to motivate a team and solve problems collaboratively when hurdles come up.
- Proficiency with Microsoft Office (Word, Excel, Outlook) and Adobe.
- Valid driver's license, vehicle, and cell phone.

Compensation and benefits:

- Base salary plus commission.
- 401K company matching.
- Health, dental, vision insurance.
- Paid vacation, sick leave and holidays.
- Ongoing educational opportunities.
- Use of a company vehicle if candidate can be added to the NorthLight insurance policy and after a pre-determined amount of time that the candidate has been employed by NorthLight.

Annual Base Salary: \$80,186.40 + Sales Incentive Compensation