

Job Posting

Community Engagement Specialist

Do you want to watch your community change, or do you want to *be the one to shape it?*

Because we're hoping you're here for the latter.

Join Aryze as a *Community Engagement Specialist*

Why Aryze?

Building communities is about more than simply building homes. That's why we foster a strong vision for what a city can be—and act on it.

As a certified B Corp, we meet rigorous standards for creating positive impact—through how we govern, support our team, engage with communities and care for the environment. Recognized nationally for our innovative approach to development, Aryze is a dedicated team of home builders, urban planners and urbanists, all deeply committed to increasing the quality of communities across Greater Victoria and beyond. This approach has resulted in award-winning projects like: Pearl Block—missing middle townhomes on a challenging triangular lot; Rotunda—architecturally-significant condos in a neighbourhood with room to grow; and Tiny Homes—transitional housing units built from repurposed shipping containers for some of our community's most vulnerable.

If you thrive in a collaborative environment where your ideas matter, join our growing team. Together, we're city-building for the better.

Who are we?

We are a local Victoria-based group of next-generation leaders trying to build homes, but really, we like to think of ourselves as entrepreneurs with an underlying goal of building better communities. What began with building a swim dock and a floating tree in the Gorge Waterway (and engaging in a political conversation or two) has grown into a mission: to demystify and disrupt the real estate industry by making room for more

housing in Victoria neighbourhoods with room to grow.

We believe that every neighbourhood should have diverse housing types and tenures for all incomes and demographics. A densified, compact, walkable lifestyle is critical to solving our climate and housing crisis; all while creating more livable and healthier communities.

While we bring a number of innovative infill development projects to market, Aryze's earliest roots are in quality and unique construction. Our focus to build with the highest standards of craft, design and efficiency has distinguished our homes from others on the block.

Who are you?

You are a highly organized and proactive communicator who thrives at the intersection of strategic storytelling, community relationships and project execution. You enjoy translating complex ideas into clear, compelling narratives and take genuine pride in keeping multi-stakeholder projects on track. You're equally comfortable coordinating logistics behind the scenes as you are engaging directly with neighbours, community members and project partners.

Still here? Good. Because if this resonates with you, we'd love to hear about it in your cover letter.

Reporting to the Marketing & Communications Manager, the Community Engagement Specialist is the primary lead for coordinating and executing community engagement initiatives that support Aryze's development projects. You will serve as the strategic bridge between community stakeholders and Aryze's internal teams—including development and construction—ensuring that engagement activities are meaningful, well-coordinated, and aligned with project objectives. This high-impact role includes managing outreach campaigns, facilitating public engagement opportunities, and supporting stakeholder communications throughout the project lifecycle.

Success in this role requires someone who brings both sharp project management instincts and a genuine talent for generating clear, accessible communication materials—particularly considering complex development concepts that need to communicate with a wide range of audiences. The role is generally office-based, Monday–Friday, with evening and weekend availability required during active engagement campaigns, public meetings, and community events.

Description

Overview

Reporting to the Marketing & Communications Manager, the Community Engagement Specialist works collaboratively with the development, construction and communications teams to manage market research, oversee community outreach and execute engagement campaigns for upcoming real estate projects. All functions and responsibilities are performed in alignment with Aryze's values and beliefs.

Supporting cross-functional collaboration across the organization, this candidate provides strategic oversight, project coordination and technical writing expertise to advance community initiatives. A foundational understanding of local municipal processes and real estate development is essential. This role is generally office-based, Monday–Friday, with evening and weekend availability required during active campaigns.

Responsibilities

- **Project Coordination & Management:** Manage multiple concurrent projects with overlapping deadlines, ensuring engagement initiatives are tracked, prioritized and completed on schedule using project management tools (eg, Asana).
- **Technical Writing & Case Making:** Translate complex development concepts into accessible, case-making narratives—such as case studies, strategic reports and backgrounders—tailored to planning staff and community stakeholders.
- **Proactive Community Outreach:** Execute targeted engagement campaigns, including coordinating door-to-door outreach, delivering neighbour notifications and managing timely, accurate responses through the Aryze community email inbox.
- **Cross-Functional Alignment:** Coordinate seamless collaboration between internal technical teams and external partners, facilitating effective communication throughout the project lifecycle.
- **Campaign & CRM Administration:** Support the setup, monitoring and maintenance of engagement activities within Aryze's CRM system, while facilitating the production of engagement materials.
- **Event Facilitation:** Support the execution of public engagement sessions, community meetings and site visits, ensuring all logistical and administrative preparations are handled.

Skills

- **Advanced Project Management:** Strong organizational skills with proven efficiency to handle multiple projects at one time while adapting to changing constraints.

- **Strategic Communication:** Strong written skills for technical writing, proofreading and editing, alongside the comfort and ability to present effectively in front of large groups.
- **Interpersonal Leadership:** Ability to effectively communicate and build trust across all levels of an organization and with diverse community stakeholders.
- **Digital & Operational Excellence:** High proficiency with project management software and CRM systems, paired with a strong attention to detail.
- **Industry Knowledge:** A solid foundational understanding of municipal processes, the local real estate market and property development.

Success in this Role

- Timely and accurate execution of community engagement campaigns, public meetings and outreach deliverables.
- High-quality, accessible project narratives and reports produced on schedule to support key project milestones.
- Seamless cross-departmental collaboration between development, construction and communications teams, ensuring project milestones are consistently met.
- Positive, proactive management of campaign needs, stakeholder inquiries and community feedback.

Qualifications

Experience: 1-3 years related experience in a community liaison, technical communications or community engagement role

Education: Degree, diploma or certificate in a related field, such as communications, community liaison, project management, business administration

Professional Development

Aryze supports career development and growth and will cover the cost of job-specific training, up to \$1500 per year for approved programs. Additional funding will be provided on a case-by-case basis.

Compensation

Salary Range: \$60,000 - \$80,000

\$60,000 (minimum) to \$70,000 (midpoint) to \$80,000 (maximum) per annum. Employment offers will be determined by knowledge, experience and internal equity. We are pleased to offer a comprehensive benefit program, which will be offered after a probation period.

Total Rewards Package

We're committed to supporting our team with a thoughtful and progressive total rewards program that reflects our values as an organization. This package is a comprehensive set of benefits and incentives

designed to support your overall well-being, recognize your contributions and help you thrive personally and professionally. In addition to a competitive base salary, we offer a wide range of benefits, including:

- 2 weeks of vacation, which increases with tenure
- A comprehensive extended health and dental plan including long-term disability insurance, life & critical illness coverage and health & wellness spending account
- RRSP matching
- Discounted fitness & gym membership to support a healthy and active lifestyle
- Centrally located office in Victoria with upper harbour ocean views and a delightful supply of snacks to keep the energy high
- Flexible work hours and hybrid work arrangements that promote work-life balance
- Funding for ongoing professional development
- Exclusively designed Aryze merchandise
- Regular team events to keep the connections strong
- Secure bike storage to encourage eco-friendly commuting

Equity, Diversity and Inclusion

We are committed to fostering an inclusive and diverse work environment that embraces equity and promotes equal opportunities for all candidates. At Aryze, we recognize the value that people from different backgrounds, lived experiences and perspectives bring to our team, specifically when working within the realm of city-building. We believe that diversity fuels innovation, creativity, success—and fundamentally—better cities for all citizens.