

Job Posting

Development Manager

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 *Development Manager*.

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 have a passion for taking on challenging projects that are unique, sometimes a bit weird and delivered in an entrepreneurial environment where excellence is expected. You are the ultimate planner and coordinator and are an excellent communicator. You have a serious passion for shaping the community that you live in and its built environment. You have a lot of integrity and honesty and understand that we are a business that thrives on executing the most innovative and challenging plans and bringing them to market. Most of all, you want to do it in a place where you're more than an employee number; a place you love working.

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

Aryze is growing and looking for an experienced Development Manager. In this role, you will work in conjunction with the VP, Development to conceive, manage, value engineer, and offer creative direction to new urban infill development projects. This includes oversight on the entire development process with an emphasis on assessing project feasibility, securing municipal approvals and working with our construction team to deliver high quality housing projects. All functions and responsibilities are performed in accordance with Aryze's values and beliefs.

The ideal candidate has 5 years of experience and post-secondary education in fields related to Architecture, Urban Planning or Design, Engineering, Interior Design, Marketing or Business, has successfully launched a diverse range of development projects, and has a strong knowledge of urban real estate pre-sales, sales, construction, and marketing programs. You should also have experience with municipal approvals, community engagement, and a knack for design and numbers. We know this is a big list, so we will consider applicants with less experience but who have the drive and energy to help make our projects a success. Please include links to relevant projects you have been involved in.

Description

Overview

Reporting to the VP, Development, the development manager works in conjunction with the development team to manage and coordinate all key parts of the development approvals process. This includes building design, municipal coordination and consultant management. Working on a range of urban infill developments, the development manager will be responsible for developing budgets and schedules to support the project through all stages of the development process. There will be strong collaboration with other internal Aryze divisions to ensure alignment with community engagement, project sales and marketing and future construction activities. All functions and responsibilities are performed in accordance with Aryze's values and beliefs.

Responsibilities

- Collaborate with Aryze leadership group to research, design, brand, market and develop concepts for urban infill developments, development management consulting engagements and new initiatives
- Undertake and lead detailed feasibility studies to determine project viability and set up a project for success
- Manage a varied consulting team, including designers that are encouraged to explore unique design solutions
- Manage detailed drawing reviews and coordination to ensure the project vision is maintained with recognition of applicable policies and building codes
- Building, updating, and monitoring the project proforma in coordination with the department's project analyst. Owning the performance metrics of the proforma and the key assumptions that feed into the cost analysis, revenue forecasts, and project timing.
- In coordination with internal communications and engagement specialists, collaborate on project-specific engagement and community outreach strategies
- Work closely with in-house construction project managers to ensure constructability and other construction costs are factored into the building design as the project evolves
- Collaborate on socializing individual projects with community, media, mayor, and council, when applicable
- Build strong relationships with clients to advance projects and ensure expectations are being met
- Act as a spokesperson for each unique project
- Manage relationships with municipal, public and private development partners
- In coordination with the development team, develop and maintain a detailed project budget, schedule and manage execution of work; create and manage work orders, invoices, legal and insurance documents
- Oversee the permit submissions and related activities to support project success
- During construction, maintain strong coordination of the consultant team and Municipal contacts as it relates to development matters

- Prior to occupancy, work with the in-house marketing and customer care teams to contribute to an exceptional customer experience
- Participate in post-construction analysis of each development project after all costs are recorded
- Perform other related duties, as required

Skills

- Excellent communication and interpersonal skills and proven ability to effectively communicate with all levels of an organization and the public
- Thorough understanding of multi-family residential development variables and experience in other key asset groups including hotels and seniors living.
- Excellent project management skills
- Strong communication skills and the ability to proactively coordinate multiple projects within a time sensitive environment
- Strong conflict resolution and risk management
- Strong organizational skills with proven efficiency to handle multiple projects at one time
- Effective decision-making skills
- Ability to work under time constraints and adapt to change
- Strong attention to detail
- Positive work ethic
- Ability to work within a team environment
- Proficient computer skills

Qualifications

Development: 3-5 years related experience in residential development

Education: 4 year University Degree or higher in fields related to Architecture, Urban Planning or Design, Engineering or Business

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.

Salary

Development Manager: \$95,000 - \$140,000

Employment offers will be determined by knowledge, experience and internal equity. Will consider a senior role, based on experience; benefits and bonus program offered after probation period.

Relocation bonus to be considered and evaluated based on the candidate's present location; benefits and RRSP Matching program offered after 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:

- Annual performance-based incentive bonus
- 3 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
- 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.