

Job Posting

Maintenance Technician

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 *Maintenance Technician*.

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 take pride in hands-on work and bring a strong sense of ownership to everything you do. You enjoy solving problems on the fly—whether it's a small repair, coordinating trades, or ensuring work meets a high standard. You're organized, detail-oriented, and proactive, able to manage multiple tasks while keeping your work accurate and on track. You work well independently and within a team, communicating clearly with colleagues, trades, and residents. You understand the importance of quality control, take initiative to identify issues early, and follow through with clear, documented solutions.

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

Reporting to the Warranty & Maintenance Manager, the Maintenance Technician plays a key role in supporting the upkeep and quality of Aryze homes. You'll be responsible for completing repairs, coordinating with trades, and assisting with inspections and ongoing maintenance activities, ensuring work is completed efficiently and to a high standard.

Success in this role requires a strong foundation in basic construction and maintenance practices, a proactive approach to problem-solving, and the ability to manage multiple tasks with care and attention to detail. This is a hands-on, site-based role that involves regular interaction with residents, trades, and internal teams, with flexibility required to support project needs.

Description

Overview

Reporting directly to the Warranty & Maintenance Manager, the Maintenance Technician is responsible for performing a variety of maintenance and repair tasks to ensure the quality and functionality of Aryze homes. This role requires a proactive individual who can handle multiple projects and liaise effectively with clients, trades and the Aryze team. All functions and responsibilities are performed in accordance with Aryze's values and beliefs

Responsibilities

- Complete small repairs and maintenance; interface with clients
- Understand or willing to learn the Residential Construction Performance Guide for client servicing
- Meet trades and provide access to required areas
- Inspect construction sites to ensure quality control and document processes
- Prepare internal and external reports
- Assist project manager and site supervisor with project schedules
- Maintain records of all construction dates
- Assist in renovations, tenant improvements and small construction jobs
- Coordinate with the Concierge team for daily supplies
- Engage with project consultants, subcontractors and third-party vendors
- Review construction details and project specifications with the project manager or site supervisor
- Assist development, operations and sales teams during sales launch and project closeout
- Use deficiency-related software to notify trades of deadlines
- Perform additional related duties as required

Skills

- Understanding of corporate and industry codes, regulations, standards and materials
- Effective decision-making for cost efficiency
- Ability to use and train on equipment and tools
- Strong interpersonal and communication skills
- Document management proficiency
- Problem-solving abilities
- Organizational skills for managing multiple tasks
- Understanding of building techniques and construction drawings
- Ability to balance customer service and assertiveness
- Effective communication across all organizational levels
- Adaptability under time constraints
- Attention to detail
- Positive work ethic
- Team collaboration skills
- Proficient in computer use
- Willingness to learn G-Suite and related software

Qualifications

- Construction Environment: 3+ years of related experience in a construction environment. Strong emphasis on basic carpentry and finishing skills
- Education: Trade Certification preferred but not required; class 5 driver's license is a must

Education

Aryze supports career development and growth and will cover the cost of job-specific training, up to \$1000 per year for approved programs. Additional funding will be provided on a case-by-case basis.

Compensation

Wage Range: \$25-\$35/hour

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.

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.