

Job Posting

Pre-Construction & Estimating 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 *Pre-Construction & Estimating 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 a relationship-driven leader who thrives in ambiguity. You bring a sophisticated blend of strategic thinking and tactical execution, with the emotional intelligence to navigate complex, multi-stakeholder projects. You stay up to date with trends in policy, technology and the local landscape and take pride in moving ideas from concept to implementation. Most of all, you want to be a strategic bridge in a company where you are more than an employee number; you want to lead work that creates long-term, impactful prosperity.

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

Reporting to the VP of Construction, the Pre-Construction & Estimating Manager is the primary lead for Aryze's estimating and pre-construction function across multi-family residential projects. You will serve as the strategic link between development, design consultants, sub-trades, and construction teams, ensuring projects are accurately budgeted, competitively positioned, and effectively transitioned into construction. This is a high-impact role responsible for leading pursuits from early budgeting and cost planning through tendering, value engineering, and project handoff. Success in this role requires strong estimating expertise, leadership skills, and a thorough understanding of construction processes, contracts, and stakeholder coordination. The role is generally office-based, Monday–Friday, with occasional site visits and consultant meetings, and requires schedule flexibility.

Description

Overview

Reporting to the VP of Construction, the Pre-Construction & Estimating Manager plays a critical role in the planning and execution of our multi-family construction projects. This position requires a highly organized and proactive individual with strong estimating and leadership skills and extensive experience in multi-family construction.

As the primary driver of our estimating and pre-construction function, you will lead pursuits from early budgeting and cost planning through to project handoff—developing accurate, constructible, and competitive proposals that position Aryze to win work and support long-term, sustainable growth.

All functions and responsibilities are performed in accordance with Aryze's values and beliefs.

Responsibilities

Estimating & Bid Preparation

- Prepare detailed cost estimates and budgets for projects, ensuring accuracy and alignment with client expectations
- Lead the development of competitive proposals and tender packages, driving the process from early strategy through to submission
- Provide support during the tender process, including managing bid queries, evaluating bids, and assisting during negotiation and award
- Identify scope changes between "issued for construction" drawings and "tender" package drawings
- Understand contract drawings and specifications in depth, ensuring construction scope documents accurately align with the issued set of documents
- Identify opportunities for cost savings and value engineering without compromising quality or functionality

Pre-Construction Management

- Support Senior Construction Management in coordinating all aspects of pre-construction, from initial planning and design through to construction start
- Coordinate closely with the Development Manager to ensure alignment with overall project goals and smooth transitions through project phases
- Develop and maintain project schedules, coordinating with stakeholders to ensure timely completion of all pre-construction activities
- Effectively hand off pre-construction projects to the project management team for execution, ensuring a smooth transition

Business Development & Relationships

- Support Business Development activities including proposal development, drawing review, value engineering, and pricing
- Communicate effectively and professionally with owners, architects, sub-trades, and clients to develop relationships and ensure repeat business

General

- Act in a Project Manager capacity on select Aryze projects, as required
- Participate in post-construction analysis after all costs are recorded
- Maintain comprehensive project documentation, ensuring all records are accurate and up-to-date
- Perform other duties as requested and required.

Skills

- Strong estimating and cost planning skills, with a proven ability to produce accurate and competitive budgets
- Excellent budgeting, scheduling, and value engineering capabilities
- Exceptional leadership and team management abilities
- Strong communication and interpersonal skills, with the ability to effectively interact with clients and project stakeholders
- Proficiency in project management software and tools (eg, G Suite, Autodesk, Smartsheet)
- Thorough understanding of corporate and industry practices, processes, and standards
- Proven track record of successfully managing multiple pre-construction projects simultaneously
- Strong knowledge of construction processes, building codes, and regulations

Qualifications

- **Experience:** Minimum of 5 years of experience in pre-construction project management or estimating role within the construction industry
- **Education:** Bachelor's degree in Construction Management, Engineering, Architecture or a related field a plus 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 \$1500 per year for approved programs. Additional funding will be provided on a case-by-case basis.

Compensation

Salary Range: \$85,000 - \$125,000

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.

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.