



Maintenance Technician

Department: Rush Properties
Reports To: Director of Facilities Services
FLSA Classification: Non-Exempt
Review Date: March 2026

Company

The Rush Companies is a fully integrated real estate organization delivering development, construction, and property management services throughout the Puget Sound region. Since 1987, we've built a reputation for dependability, teamwork, and excellence by uniting every phase of the project lifecycle under one collaborative team. We're guided by core values of commitment, resourcefulness, integrity, and well-being — principles that shape how we work and how we support one another. Our culture emphasizes growth, empowerment, and meaningful contributions, whether you're in the field, the office, or supporting our communities.

At Rush, we're not just building spaces—we're building relationships, strengthening communities, and creating long-lasting value for the people and projects that shape our region. If you're passionate about making an impact and growing with a team that values purpose and partnership, we'd love to connect.

Job Summary

Rush Properties is currently seeking a Maintenance Technician to join our team and be responsible for the first-class operations of a growing portfolio of commercial buildings in the Puget Sound region. The purpose of this position is to increase the value of our portfolio by performing the efficient maintenance of an assigned group of commercial buildings. This is a mobile maintenance position working from a company service vehicle.

Essential Duties & Responsibilities

- Performs basic and routine facilities maintenance, construction and repair tasks according to service, quality and safety standards.
- Following standard operating procedures, installs, inspects, repairs and performs basic preventative maintenance included but not limited to mechanical, electrical, plumbing, HVAC, fire & life safety and waste management systems.
- Assists with miscellaneous facility projects, including painting, drywall, carpentry, installation of fixtures and moving furniture or materials within the facility.
- Conducts general building inspections
- Utilizes a mobile web-based work order system to log activities as required.
- Works or assists trades contractors to complete projects and repairs.

Qualifications & Skills

- Basic understanding of HVAC/mechanical, plumbing, and electrical trades preferred.
- Physical requirements include stooping, standing, walking, climbing stairs and using ladders.
- Ability to carry heavy loads of 50 lbs or more.
- Minimum of 1-3 years of prior commercial facilities maintenance experience.
- Valid Washington state driver's license and acceptable Driver's Abstract.
- Ability to comprehend instructions and ask clarifying questions to ensure understanding.

- Works indoors and outdoors, in all-weather as necessary.
- Ability to self-direct while working alone or as part of a team.
- Willingness to help others to achieve overall company goals.
- Great decision-making skills with a goal-oriented organizational attitude.
- Strive to create a collaborative and unified environment with a positive mindset.
- Ability to effectively communicate written and orally with customers, vendors, and team members.

Work Hours & Employee Benefits

- This is a full-time (40 hours per week) position requiring participation in a rotating after-hours on-call schedule, including evenings, weekends, and holidays as assigned. The role requires availability to work beyond standard business hours based on operational needs. Overtime will be compensated in accordance with applicable federal, state, and local laws and company policy.
- Time Off: Our Paid Time Off (PTO) system uses a 4-Tier-based program with a maximum annual amount of up to 20 days.
- Our team enjoys time off for team building events such as Rush Round-Up, a twice annual companywide event, and community service days such as volunteering for Habitat for Humanity.
- Investing in You: We offer competitive salaries, routine team member check-ins, performance reviews, ongoing training and development, educational assistance and tuition reimbursement.
- Our team is also given the opportunity to invest in Rush projects, through periodic investment offerings, an uncommon benefit in our industry.

Pre-Employment Screening Notice:

This position is classified as *safety sensitive*. As such, all candidates who receive a conditional offer of employment will be required to undergo a background check and a drug screening that includes testing for Cannabis.

Please note: For non-safety-sensitive roles, our drug screening process does not include Cannabis, in alignment with Washington State law.

Compensation and Benefits:

- **Compensation:** Hourly range of \$27.50 - \$29.00 (DOE)
- **Benefits:** Medical, Dental, Vision, Life Insurance, Dependent Care Insurance, HSA, FSA, Employee Assistance Program, Short Term Disability Insurance, 401 (k), 401 (k) Match. Other supplemental plans available upon request.
- **PTO:** 108 hours of paid time off (combined vacation and sick leave) per year
- **Paid Holiday:** 8 paid company holidays annually.

Our team members at The Rush Companies have a strong reputation for exercising integrity, good judgment and sound business practices in our dealings with clients, consultants, subcontractors, and suppliers. We are committed to selecting only those individuals who share in our loyalties while also maintaining our standards of quality and safety.

For more information about The Rush Companies go to: www.therushcompanies.com

Equal Opportunity & Drug-Free Employer

Disclaimer: This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job duties and responsibilities.