



**Job Posting (Internal/External)
Maintenance – Plumber
Bargaining Unit Position CUPE 3513
Permanent Full-Time Position**

About Breton Ability

Breton Ability is a purpose-driven organization committed to fostering greater inclusion, independence, support, and value for all people living with disabilities in Cape Breton. We are a leader in transformational change by focusing our efforts on helping people with varying abilities achieve their full potential and live a life of their choosing that is meaningful to them. Our staff members are passionate advocates for people with disabilities, and we inspire this passion by investing in staff development, wellness, and safety.

Position Summary:

The Maintenance - Plumber is responsible for the installation, maintenance, and repair of plumbing systems in the main building, other buildings on property and community homes, while also performing cross-trade maintenance tasks as part of the broader team. The position requires technical expertise in piping, fixtures, and related systems, adherence to safety and building codes, and contributes to a comfortable, safe, and accessible living environment. This role ensures safe, functional, and sanitary systems, supporting the well-being of participants and staff, while adhering to safety standards and building codes.

Key Responsibilities:

1. Assemble, install, test and maintain plumbing systems, piping, fixtures, and appliances using hand tools and power tools
2. Diagnose malfunctioning plumbing systems and components, using test equipment and hand tools to locate the cause of a breakdown and correct the problem
3. Connect pipes, fittings, and fixtures to water, drainage systems according to codes and regulations
4. Inspect plumbing systems, equipment, and components to identify hazards, defects, and the need for adjustment or repair, and to ensure compliance with codes
5. Test plumbing systems for leaks using air and water pressure gauges to ensure system integrity and safety
6. Installation and maintenance of water lines, drains, sanitary fixtures, and related systems
7. Work from ladders, scaffolds, and roofs to install, maintain or repair plumbing piping and fixtures
8. Perform physically demanding tasks, such as moving and lifting heavy objects
9. Ability to estimate time and materials needed for assigned work projects
10. Conduct inspections of fire safety equipment and systems where plumbing integration is required, such as sprinklers and emergency eyewash stations
11. Visually inspect facility plumbing, including backflow prevention devices, water heaters, and sump pumps, and sign inspection logbooks
12. Maintain facility grounds to include lawns, plants, and shrubbery, road and parking areas
13. The Maintenance IV person is responsible for duties which may not be listed under "Job Duties & Tasks" but may be assigned by the supervisor when within the scope of their ability, training or experience to meet organizational requirements
14. Cross trade work will be required

Minimum qualifications and experience:

- A **certificate of qualification or Apprenticeship level 1-4** would be considered an asset. An equivalent combination of education and experience may be considered.
- Has a **minimum of three to five years'** work experience in the plumbing field
- Excellent written and verbal skills
- Excellent work and attendance record
- Takes a collaborative approach to teamwork
- Willingness to participate in skills upgrading programs, education sessions and hands-on training
- Valid driver's license and access to reliable transportation.

Minimum Skills and Abilities

- Excellent communication skills (written and verbal)
- Calm professional demeanor under pressure
- Ability to form strong professional relationships with community contractors and colleagues
- Ability to effectively work under deadlines
- Basic computer skills, including familiarity with Word, Outlook, and Excel.
- Strong problem-solving, critical thinking, and ability to practically and professionally adapt
- Strong organizational skills, analytical skills, and keen attention to detail

Why Join Us?

- ✓ Supportive and inclusive work environment
- ✓ Meaningful work that directly impacts residents' quality of life
- ✓ Benefits and Pension plan
- ✓ Ongoing education and professional development
- ✓ Supportive team environment
- ✓ Opportunities for growth and advancement

Please submit your resume highlighting the qualifications listed and a cover letter expressing why you believe you are the best match for this role by December 11, 2025, to: Human Resources Coordinator via email only hr@cb-bac.ca Please include "Maintenance – Plumber" in the subject line.

Join us in creating a future of choice, independence, and dignity for all individuals!

We thank all applicants for their interest, however only those selected will be contacted for an interview.