



Development Manager

Location: Metro Vancouver Region

Hours: Full-Time

ABOUT KPU COMMUNITIES TRUST

We are KPU Communities Trust, building a future where collaboration, empathy, and inclusivity thrive, and our developments become catalysts for positive social impact.

The KPU Communities Trust seeks to empower and inspire transformative change by building better and more sustainable communities, fostering meaningful engagement with the broader community, championing First Nations reconciliation, and creating comfortable and innovative spaces that seamlessly bridge the university with its neighbours. Our work is grounded in four key strategic priorities:

- Reconciliation with First Nations
- Collaboration and Partnerships
- Community Well-being
- Environmental Sustainability

The KPU Communities Trust (“KPUCT”) is honoured to operate in the region south of the Fraser River which overlaps with the unceded traditional and ancestral territory of the [Kwantlen](#) \qʷa:nʔənʔ, [Musqueam](#) \xʷməθkʷəyəmʔ, [Katzie](#) \qɪcəyʔ, [Semiahmoo](#) \səmyəmaʔ, [Tsawwassen](#) \scəwəθənʔ, [Qay’Qayt](#) \qɪqéyʔ and [Kwikwetlem](#) \kʷikʷəłəmʔ peoples who, since time immemorial, have stewarded and cared for the lands on which we learn, play, work and live.

ROLE OVERVIEW: Development Manager

The Development Manager is a Full-Time position, covering a 1-year maternity leave for the Director of Development, with various external resources to support the role. Following the first year, the position may be extended and at such time will report to the Director of Development.

The position is hybrid with in-office work and some remote work. You will be working with a supportive team towards advancing the development pipeline for KPUCT, including supporting other executive team staff towards building organizational capacity and processes.

WHAT WE OFFER

Opportunities for career growth and development

Flexible working hours

Hybrid work environment; approximately 3 days in office and remainder flex

Enhanced Health and Dental benefits

Generous vacation and PTO days

Professional Development opportunities

ROLE RESPONSIBILITIES

The Development Manager will report to the President & CEO during the year of maternity leave coverage, then if the role is extended, will report to the Director of Development following the first year. The role will actively support the team in delivering strategic plans for real estate development in alignment with the corporation's principles and goals.

The Development Manager's duties, responsibilities, authority, and accountabilities include, but are not limited to:

- Oversee the life cycle of real estate development projects, ensuring adherence to timelines, budgets, and quality standards. Assess risks, profitability, and feasibility of projects, and make informed investment decisions.
- Provide expertise and guidance related to acquisitions process, budget planning and more generally regarding micro and macroeconomic insights in term of Development opportunities (cost, risk, profitability, timeline, scope)
- Identify and evaluate new business opportunities, market trends, and emerging technologies.
- Lead cross-functional and multi-disciplinary teams to deliver projects on time and within budget.
- Build and maintain strong relationships with key parties, including First Nations, partners, government agencies, local communities, and industry professionals.
- Support the establishment of key performance indicators (KPIs) and reporting frameworks to monitor financial performance, project milestones, and operational efficiency.
- Ensure a consistent financial and operating environment aligned with the corporation's core values.
- Manage project budgets, financial models, and feasibility studies for profitability and risk mitigation.
- Stay informed about local, province, and federal regulations affecting real estate development.
- Ensure compliance with zoning laws, environmental regulations, and legal requirements.
- Represent the company at public hearings, community meetings, and industry events.
- Contribute to a collaborative and innovative work environment for professional growth.
- Utilize data-driven insights to inform decision-making and optimize project success.
- Other responsibilities as required.

EDUCATION AND EXPERIENCE:

- Minimum Bachelor's Degree in Real Estate, Urban Planning, Land Economics, and/or a related field.
- Proven track record for a minimum of 5+ years successfully leading complex, large-scale real estate development projects.
- Strong knowledge and understanding of real estate property development and construction, and related business concepts, processes and practices.

- Strong knowledge of municipal planning; public consultation processes; design, development and delivery processes; project tendering and construction processes; and warranty, handover and operational processes related to real estate development and construction.
- Project management experience relating to the development of multi-unit residential housing, preferably in the non-profit sector market. Experience negotiating issues through influence and persuasion.
- Strong financial acumen with experience in budgeting, financial modeling, and investment analysis; and experience with budget and contract management, including consultant and CCDC contracts.

SKILLS AND QUALIFICATIONS:

- Ability to build and maintain effective relationships with First Nations, regulatory agencies, KPU faculty, staff and students, and other key parties.
- Evidence of successful progression within a property development environment with experience in the development process of residential multifamily, industrial, office, retail, and mixed-use projects.
- Working knowledge and understanding of CMHC and BC Housing's housing programs, and development and lending policies specifically relating to the development of social housing.
- Ability to coordinate planning, design development, construction and due diligence activities within a regulatory framework for a range of projects, and balance diverse interests, risks and benefits in achieving project objectives.
- Ability to analyze and solve complex and challenging issues, strategize options, form solutions, mitigate risks and make effective decisions, using a high degree of judgment and business acumen.
- Ability to develop, influence and manage collaborative and mutually beneficial relationships with stakeholders/ partners, interest groups and public.
- Ability to prepare detailed and complex reports on real estate property and planning, design, development and construction matters.
- Effective planning, organizational and time management skills in a complex and fast-paced environment with defined timelines.
- Effective negotiation, facilitation, influencing, persuasion, conflict resolution and consensus building skills.
- Effective interpersonal, project leadership and team building skills.
- Excellent oral and written communication and presentation skills, and the ability to communicate ideas and issues with a broad range of audiences, including industry professionals, clients, partners and key parties, where there may be diverging stakeholder objectives and opinions.
- Indisputable record of integrity & ethics and demonstrated commitment to the environment.
- Proven track record in negotiating and working with joint venture partnerships.
- Strong communication and negotiation abilities.
- Visionary mindset with the ability to think strategically and drive innovation.

SALARY RANGE:

The compensation range for this role is between \$100,000 - \$120,000, depending on experience and qualifications.

If you are interested in this opportunity, please apply by sending your resume and cover letter to admin@kpucommunities.ca.

We thank all applicants for their interest in employment with KPUCT. Only those selected for an interview will be contacted.