

JOB DESCRIPTION

POSITION: Senior Development Manager, Richmond Industrial Centre

COMPANY: Montrose Properties

LOCATION: Knightsbridge Business Park, Richmond, BC

REPORTS TO: Vice President, Real Estate

COMPANY BACKGROUND/CULTURE

At Montrose Properties, we believe in creating and sustaining value through innovation, integrity and accountability. With more than 477 acres of land assets in Metro Vancouver, our mission is to build and own high-quality, long-term, sustainable real estate. Our approach to business is based on values-driven partnerships, product quality, and long-term ownership, incorporating the best technologies in our operations and facilities, driving operational efficiency and environmental sustainability

One of our projects is the Richmond Industrial Centre (RIC), a 3 million square foot industrial park in South Richmond. Once completed, it will be one of the largest privately-owned logistics warehousing developments in the Lower Mainland. Montrose is seeking a Senior Development Manager to join the team at Montrose Properties and drive this exciting development forward.

The role will report to the VP and will be primarily focused on leading the successful entitlement and development of the RIC. In addition to RIC, the role will support the development needs of our sister organisation as required. If you possess in-depth knowledge of commercial real estate in Metro Vancouver, experience in the full development and construction cycle for industrial projects, including land use planning, permitting, and tilt up construction, then we would like to hear from you.

KEY RESPONSIBILITIES

With the support of a cross functional team of professionals, the Senior Development Manager's key duties include:

- Organize, manage and lead several industrial real estate development projects using external consultants and supporting development staff
- Effectively negotiate approvals and agreements with local land use authorities and neighboring owners
- Effectively negotiate and complete agreements with pricing, terms, timing, and conditions that meet Montrose Properties' requirements
- Prepare and update project proformas regularly to ensure budgets and reports are updated accurately
- Manage the procurement process for architect, engineering, and design consultants for projects
- Identify issues and risks for expedited resolutions to keep projects on schedule and on budget while maintaining a high level of quality

- Build and manage relationships with municipal, public, neighbours and private development partners.
- Collaborate with internal land development and construction teams to create project specifications and schedules
- Collaborate with construction team in value engineering
- In coordination with the Executive Leadership Team, collaborate on project-specific engagement and community outreach strategy and socializing individual projects with community, media, mayor, and council
- Support the Executive in leasing and build-to-suit transactions

YEAR ONE CRITICAL SUCCESS FACTORS

- Fit in with the existing team and embrace the Montrose culture and way of doing business
- Inspire confidence in teammates with your ability to calmly, professionally and in a collaborative manner, deliver on your job duties
- Maintain or improve the pace and efficiency of the RIC development

EXPERIENCE

- 10+ years of real estate development or related industry experience
- Strong communication and organizational skills
- Commercially astute, able to effectively manage assignments on time, on budget
- Experience in the entitlement and development of large-bay tilt-up industrial real estate
- A thorough understanding of and familiarity with, the Municipal planning and engineering approval processes
- Experience directing and managing consultants and contractors
- Full understanding of budgeting, cash flows and financial analysis for real estate
- Experience in Master Plan development is an asset
- Experience supporting build-to-suit leasing transactions is an asset
- Ability to read, understand and coordinate consultant's drawings is essential
- Comfortable with busy construction sites is essential

LEADERSHIP CHARACTERISTICS

Acting with Honor and Character

- Is a person of high character; is consistent and acts in line with a clear and visible set of values and beliefs; deals and talks straight; walks their talk; is direct and truthful but at the same time can keep confidences.

Capable

- Can execute project work with minimal oversight, but welcomes senior management team input when available

Communicating Effectively

- Writes and presents effectively and professionally; adjusts to fit the audience and the message; strongly gets a message across; understands when and how to use different communication methods

Focusing on the Bottom Line

- Attacks everything with drive and energy with an eye on the bottom line; not afraid to initiate action before all the facts are known; drives to finish everything they starts.

Getting Organized

- Is well organized, resourceful, and planful; effective and efficient at marshalling multiple resources to get things done; lays out tasks in sufficient detail to mark the trail; is able to get things done with less and in less time; can work on multiple tasks at once without losing track; foresees and plans around obstacles.

Building Teams

- Manages people well; gets the most and best out of the people they have; sets and communicates guiding goals; measures accomplishment, holds people accountable, and gives useful feedback; delegates and develops; keeps people informed; actively provides daily coaching for today and the future; deals with internal conflicts proactively and professionally.

Making Complex Decisions

- Can solve even the toughest and most complex of problems; great at gleaning meaning from whatever data is available; is a quick study of the new and different; adds personal wisdom and experience to come to the best conclusion and solution, given the situation; uses multiple problem-solving tools and techniques.

Managing Diverse Relationships

- Relates well to a wide variety of diverse styles and types; open to differences; effective up, down, sideways, inside and outside; builds diverse networks; quick to find common ground; treats differences fairly and equitably; treats everyone as a preferred customer.

EDUCATION

- University education in urban planning, urban land, business or architecture

OTHER REQUIRMENTS

- Valid BC drivers' licence and use of a vehicle
- Commitment to be vaccinated for SARS/Covid per BC Public Health Authority recommendations

HOW TO APPLY

Please send your CV and cover letter to HR@montroseproperties.com with the job title in the subject line. While we thank everyone for their interest, only short-listed candidates will be contacted.