



Real Estate  
Deal Maker &  
Development Integrator  
Tucson, Arizona

**BOURN**<sup>®</sup>  
COMPANIES

**Drive Revenues---Drive Projects---Drive Value Creation...for our projects, and ultimately, for yourself.**

**Real Estate Developer: Accelerated track to become a real estate developer of large multi-use projects. This path teaches the revenue generation side of the business through leasing and deal-making. It requires you to deeply learn your markets, products, and critical functions, including design, construction, finance, and real estate law.**

**About Bourn Companies, LLC:** We are a commercial real estate development company that builds mixed-use projects incorporating residential communities, a heavy dose of retail and restaurant space, office buildings, hotels, and related uses such as medical, logistics, and entertainment. Rather than deliver a collection of buildings, we strive to provide a unique environment that offers our clients and guests a superior lifestyle. We invest in applications that can uniquely drive a sense of place, such as parks, entertainment, food, and technology.

The complexity of these projects requires multi-functional teams that have in-depth knowledge within their area of expertise and the context to understand how their function fits within the "big picture" of each project. We have internal teams focused on marketing, leasing/deal-making, project management, design, legal, accounting/finance, property asset management. The cross-pollination creates an energetic and dynamic environment that develops a more in-depth and well-rounded skill set for our team members.

**Deal Maker & Development Integration:** This team is responsible for identifying and securing appropriate users that drive our projects' income and value. They gain significant market knowledge through this process and use that market knowledge to provide project programming and design direction. This team works closely with the executive team to evaluate alternative scenarios that shape each project's overall strategy and execution. With experience, each team member is given more significant project leadership and autonomy, integrating and coordinating the critical project functions of marketing, deal-making, design, project management, accounting/finance, and legal.

**Role:** This role is responsible for gaining a deep understanding of the particular market (product type/geography/target clients), guiding the development team with pro forma leasing/deal-making assumptions, identifying, negotiating, and securing leasing/sale/joint venture opportunities, and building strong relationships with those parties to create additional business opportunities. Given our transactions' significant dollar value, this role often works directly with our client companies' owner or senior executive teams. This role integrates with each of our project development functions to ultimately coordinate and lead these functions as the Development Integrator for assigned projects.



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**How you'll spend your time here:** This position requires you to be highly organized and structured, yet with an ability to react to ever-changing conditions that inevitably occur. Some essential aspects of your role include:

- **Deal Making—Leasing and Sales:** Identify, negotiate, and secure profitable leases, sales, and joint ventures while developing strong relationships with these clients and partners.
- **Product Expert:** Become a Product Expert around critical products that we produce (retail, restaurants, office, multi-family residential, single-family residential, industrial, hotels, entertainment)
- **Research:** Locate, organize, and interpret information to gain market insights that provide the basis for reliable, fact-based decisions. Use this data to identify and create profitable project and corporate strategies.
- **Marketing:** Work closely with the Marketing team to create the most compelling "story" for your projects.
- **Financial Analysis:** Quickly and efficiently navigate and develop excel spreadsheets using such features as pivot tables, lookup and reference, dynamic array, and financial functions.
- **Negotiation:** Negotiate the terms and conditions of leases, sale contracts, and joint venture agreements.
- **Functional Expertise:** Have the capacity and energy to deeply understand, if not master, several areas of a multi-functional business such as marketing, design, entitlement and construction, accounting/finance, capital structures, acquisitions and dispositions, and legal.
- **Management:** Assemble and lead project teams to efficient and profitable outcomes.

**Culture:** The company's success has created many great opportunities, which means there are also plenty of opportunities for each team member to contribute (your role is critical to each project's success). Those contributions are maximized by relying on each team member's strengths and integrating them into a cohesive team. We don't build in a lot of excess capacity, so there is not much downtime. We are a company motivated for extraordinary success and expect each team member to have a similar motivation for the company and themselves. Our work hours are meaningful, but not overwhelming, as we work until a particular job is done. While we are deadline-driven, we work hard to ensure that important (and not so important) personal events are not missed. We hope that our work has a meaningful and positive impact on each employee. We take pride in our people and their families' accomplishments as we continue to maintain the culture of a small, close-knit group.



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**What we are looking for:** We want to grow terrific leaders. Specific experience is less important than a set of fundamental skills and characteristics. We are looking for people who have found a way to be consistently successful in competitive and challenging environments...such as school, sports, and work.

- **Skills:**

- Superior written and oral communication skills
- Organizational skills to efficiently prioritize activities
- Financial and economic training to:
  - Understand markets
  - Produce and review sophisticated financial spreadsheets and reports
- Management skills to organize and lead teams
- Relationship skills to cultivate healthy and long-lasting relationships

- **Characteristics:**

- Desire and ability to quickly learn, retain and apply detailed information
- Drive to be highly successful with a work ethic to match
- Uncompromising integrity and ability to gain trust
- Attention to detail with an appreciation for precision
- Open-minded to the possibility of what is possible

You don't need to be the project CEO when you arrive. Still, we expect you to grow into the role with some intense learning and guidance, and then, like any great CEO, help build an accelerating business that provides an unmatched opportunity for professional growth.

To apply for this great opportunity, please send a cover letter and resume to:

[careers@bourncompanies.com](mailto:careers@bourncompanies.com)

[www.bourncompanies.com](http://www.bourncompanies.com)