



Associate Director of Architecture & Design

Tucson, Arizona

BOURN
COMPANIES

About Bourn Companies:

For over 35 years, Bourn Companies has transformed communities through more than 6 million square feet of projects across the Southwestern U.S. Our portfolio of thoughtful, integrated developments brings together residential, office, retail, hospitality, and entertainment into unique environments that define community, inspire connection, and elevate lifestyle.

Building on this foundation, the Company is also expanding into business operations that enhance the communities we create, including restaurants, health and wellness, and other lifestyle-focused initiatives. This evolution broadens our development platform and creates exciting opportunities to design, deliver, and integrate projects that span across multiple industries.

Our culture is entrepreneurial, innovative, and collaborative – with every team member playing a critical role in shaping projects that make a lasting impact.

The Opportunity:

We're entering a dramatic stage of growth and seeking an Associate Director of Architecture and Design who is passionate about great design and the business of real estate. Reporting to the Director of Architecture and Design, this role supports the execution of the Company's design vision across its diverse and growing development portfolio.

As a key member of our in-house Architecture and Design Team, you will:

- Create thoughtful and dynamic designs for mixed-use projects integrating residential, office, hospitality, retail, and entertainment spaces.
- Conceptualize and develop site plans, elevations, floorplans, renderings, and models.
- Review consultant-produced construction documents to ensure alignment with design intent and the Company's standards.
- Collaborate with the Company's internal teams (Development, Deal Making, and Accounting), municipalities, and third-party consultants to deliver high-quality, compliant projects.
- Help refine the Company's design standards and integrate innovative practices.
- Coordinate with external consultants and provide guidance to junior staff.

This role is a chance to grow your career while shaping projects that impact communities, enrich lives, and leave a lasting design legacy. Much like joining a high-profile tech company at a pivotal stage in its journey, this role offers the opportunity to leave a lasting mark on both the Company and the communities we serve.

Associate Director of Architecture & Design

Tucson, Arizona



BOURN
COMPANIES

Qualifications:

- **Education/Experience:** Bachelor's or Master's degree in Architecture required; progress toward licensure preferred. 2-5 years of progressive experience in architecture, design, or planning. Master's in Real Estate is a plus.
- **Technical Skills:** Proficiency in AutoCAD, Revit, Adobe Creative Suite; familiarity with Testfit, Pima County GIS, or 3DS Max is a plus. Strong ability to translate vision into design drawings and renderings.
- **Design + Development Mindset:** Comfortable balancing design excellence with feasibility, entitlements, codes, budgets and timelines.
- **Soft Skills:** Collaborative, detail-oriented, and proactive problem-solver. Curious, motivated, and eager to push boundaries. Integrity and accountability are musts.
- **Bilingual Proficiency:** Fluency in Spanish is strongly preferred and will be considered an asset for collaboration with international consultants but is not required.

Why Join Bourn Companies?

At Bourn Companies, we believe every project and every team member has untapped potential waiting to be developed. We create an environment where talented people thrive – balancing independence with collaboration, technical excellence with creative freedom, and hard work with celebration of life outside the office.

Here, you'll:

- Work on complex, high-impact projects that define community and place.
- Gain exposure to multiple product types and disciplines.
- Grow your career through direct collaboration with senior leadership.
- Be part of a close-knit, high-performing team where your contributions matter.

Apply Today:

If you're ready to bring thoughtful design to life and grow with a company that values innovation, collaboration, and community, we'd love to hear from you.

Please send your cover letter and resume to careers@bourncompanies.com with the subject line: *Associate Director of Architecture and Design Application*.

We are proud to offer a comprehensive and competitive salary and benefits package. Bourn Companies is an Equal Opportunity Employer.

www.bourncompanies.com