



Associate Development  
Integrator & Dealmaker  
Tucson, Arizona

## **Drive Revenues—Drive Projects—Drive Value Creation... for our projects, and ultimately, for yourself!**

As an Associate Development Integrator & Dealmaker at Bourn Companies you'll be responsible for contributing to development teams as a developer in training. Our Development Integrator & Dealmakers are at the heart of our projects, driving all important development functions – with overall responsibility for the ultimate success of the project. From garnering product expertise to managing pro formas, you'll be immersed in the development process.

Across more than 30 years and 5 million square feet of work, **Bourn Companies** has pushed the boundaries of traditional real estate development. We lead projects that make a difference, supporting and defining communities and inspiring a sense of place that deepens over time.

As an Associate Development Integrator & Dealmaker, you'll develop deep knowledge of all our functions. With an average size of over 1 million square feet, our projects have scale, sophistication, and complexity that will push you to reach the pinnacle of your field.

### **Your Team**

You'll team up with senior experts and immerse yourself in the development business via rotational assignments and collaborations to develop and grow your skills.

Our Development Integration and Dealmaking teams are 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, dealmaking, design, project management, accounting/finance, and legal.

### **The Role**

Your role will be to take overall responsibility of your projects by developing a deep understanding of what drives their success. You will develop specific market knowledge (product type/geography/target clients) and drive project schedules and proformas towards successful outcomes. This role integrates with each of our project development functions to ultimately coordinate and lead these functions as the Development Integrator for assigned projects. Given our transactions' significant dollar value, this role often works directly with our client companies' owners or senior executive teams.

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**BOURN**<sup>®</sup>  
COMPANIES

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:

- **Dealmaking—Leasing and Sales:** Assist with leases, sales, and joint ventures while developing strong relationships with these clients and partners.
- **Product Expert:** Develop product expertise 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 with the Marketing team to create the most compelling "story" for our projects.
- **Financial Analysis:** Quickly and efficiently navigate and develop or direct sophisticated financial analysis and modeling within excel spreadsheets and master pro formas.
- **Master Schedule:** Assemble and manage master project schedules and coordination across our functional teams.
- **Negotiation:** Assist in review of the terms and conditions of leases, sale contracts, and joint venture agreements.
- **Functional Expertise:** Work to grow expertise in several areas of a multi-functional business such as marketing, design, entitlement and construction, accounting/finance, capital structures, acquisitions and dispositions, and legal.

## Skills

- **Technical Skills:** Develop an understanding of development documentation and process
- **Organizational Skills:** Efficiently and systematically manage activities
- **Communication Skills:** Clear and concise written and oral
- **Leadership Skills:** Work on teams to maximize individual abilities for the success of the team
- **Financial Skills:** Develop an understanding of financial concepts and applications
- **Relationship Skills:** Cultivate strong and lasting relationships

## Characteristics

- Curious with a willingness to push the boundaries of what's possible
- Highly analytical with a hunger to dig into the details
- High degree of independence, motivation and accountability
- Team oriented with a desire to win and grow together
- Great attention to detail while keeping the larger landscape in mind



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- Ability to work on short timeframes and meet deadlines
- Authentic, sincere, and ethical engagement rooted in strong integrity

### Qualifications

- 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.

### Bourn Companies

#### [Read More About Working at Bourn Companies Here](#)

Since 1990, Bourn Companies has been a leading real estate developer headquartered in Tucson, Arizona. Committed to innovative ideas and entrepreneurial environments, Bourn Companies adds meaningful value to all our projects through Thoughtful Integrated Development.

Our portfolio includes mixed-use retail, restaurant, and entertainment venues, office buildings, residential communities, hotels, medical, and technology facilities complemented with parks and other outdoor built environments.

By integrating commercial, residential, and lifestyle elements with thoughtful attention to the success and well-being of all stakeholders, we build value for everyone we serve: the people who work, play and live in our spaces every day, the companies who lease space from us, the communities who support us, and our investors who entrust us.

### Our Culture

Work Hard, Live Well

We're motivated by extraordinary success.

Our success has ensured a large and steady pipeline of opportunities, which means plenty of opportunity for every team member to contribute. We don't staff for excess capacity, preferring a close-knit culture in which every employee has a critical role to play.



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We believe in giving people ownership and autonomy in their work. At the same time, mentorship, collaboration and cross-pollination create an energetic, dynamic environment that develops well-rounded skill sets for all team members.

Our work hours are significant but not overwhelming. While we're driven by deadlines, we take pride in the achievements of our people and their families and make time to celebrate together the wins and everyday milestones of our personal lives. We are proud to offer a comprehensive and competitive salary and benefits package. Bourn Companies is an Equal Opportunity Employer.

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)