



Associate Site Planner

Tucson, Arizona

About Bourn Companies:

For over 35 years, Bourn Companies has transformed communities through more than 6 million square feet of projects across the Southwest. 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 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 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 dynamic stage of growth and seeking an Associate Site Planner to help translate vision into viable, code-compliant site plans for land and commercial projects. Reporting to the Senior Site Planner, this role produces accurate drawings, clear graphics, and supports technical documentation throughout the entire lifecycle of projects. We are looking for a candidate with an architectural or engineering background and an interest in interdisciplinary work who enjoys balancing creative design with technical rigor.

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

- Contribute to shaping the early vision of the Company's projects by researching site conditions, zoning requirements, and development constraints to help craft thoughtful, code-compliant, and buildable site strategies.
- Transform ideas into visuals, developing base maps, models, and conceptual layouts that bring land and commercial projects to life through 2D tools like AutoCAD and/or Civil 3D.
- Balance creativity with technical precision as you refine site layouts for buildings, parking, and circulation, integrating infrastructure, grading, and environmental considerations into cohesive designs.
- Collaborate across disciplines, working closely with the Company's Development, Deal Making, and Architecture teams to align design intent with market needs, project feasibility, and technical performance.
- Contribute to the full project lifecycle, from early planning through technical documentation, entitlements, and engineering support, and assist in ensuring every plan meets both design aspirations and regulatory standards.

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 the Company and the communities we serve.



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Qualifications:

- Bachelor's degree in Architecture, Civil Engineering, Urban Planning, or related field.
- 2–5 years of experience in site planning, civil design, or land development.
- Proficiency in GIS, AutoCAD and/or Civil 3D.
- Strong grasp of site planning principles, grading, and infrastructure systems.
- Organized, detail-oriented, and effective at managing multiple deadlines; clear, collaborative communicator.
- Bonus: familiarity with TestFit or other AI-enabled site planning tools; experience preparing grading, drainage and utility plans.

Why Join Bourn Companies?

At Bourn Companies, we believe every project – and every team member – has untapped potential waiting to be realized. You don't need to arrive as an expert in architecture or engineering; what matters most is your curiosity, drive, and willingness to learn. From day one, you'll be immersed in meaningful, high-impact projects and supported by hands-on mentorship from our Senior Site Planner. We'll help you build your technical skills and your creative confidence as you grow into a key contributor shaping real developments that leave a lasting mark.

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.
- Join 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 in one PDF file to careers@bourncompanies.com with the subject line: *Associate Site Planner Application*. Please also include a portfolio of recent projects or a link to a good representation of your work.

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

www.bourncompanies.com