



Chief Financial Officer

Tucson, Arizona

Bourn Companies is seeking an exceptional **Chief Financial Officer** to serve as the principal financial architect of a rapidly growing, multifaceted real estate company.

We are looking for a builder — a CFO who transforms complexity into clarity, sees infrastructure as a competitive advantage, and wants to leave their fingerprints on the financial architecture of an industry defining business structure.

The ideal candidate combines exceptional financial acumen with a systems thinker's mindset — and the personal ambition to match the company's growth trajectory.

About Bourn Companies:

Bourn Companies has created a real estate platform that builds value across a wide spectrum of disciplines and activities. This approach provides a broad, yet deep perspective in assessing value creation opportunities, setting strategies and implementing day-to-day execution.

The company is comprised of: 1) real estate development and operations across four divisions: land, commercial, residential and hospitality 2) real estate services including: design, marketing, dealmaking, project management, legal, and accounting 3) business operations synergistic to Bourn's real estate operations that include limited and/or general partnerships across food, beverage, entertainment, retail, co-working, health and fitness and other activities that can drive value for our real estate projects.

Founded in 1990, Bourn Companies has developed over 6 million square feet of projects, with today's pipeline currently expected to more than double that amount. A track record of consistently high performance has been the catalyst to recruit an extremely talented group of professionals, secure best-in-class projects and capitalize those projects with best-in-class capital...all providing a virtuous cycle to greater success.

5 Key CFO Responsibilities

- **Vision & Strategy:** In conjunction with Executive Team, craft a long-term Vision that builds on current and past success. Set and implement a cohesive Strategy to execute that Vision.
- **Structure:** Devise an Organizational Structures, Capital Structures and Tax Structures that bring efficiency and certainty of execution to the Vision.
- **Organization:** Build, organize, and lead a disciplined organization that expects to compete and win in every meaningful endeavor.
- **Systems & Financial Architecture:** Build sophisticated systems and financial infrastructure that provide clarity and confidence in decision-making, allowing for Operating Discipline and Controls.



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- **Analytics & Decision Making:** Build a culture of rigorous analytics and disciplined decision-making that deliver superior results, rapid growth and compounded competitive advantages.

Requirements & Track Record

The successful candidate will demonstrate:

- **A builder's instinct** — you see gaps in systems and processes as opportunities, not obstacles
- **Exceptional financial and analytical capability**, with deep fluency in real estate investment structures, capital markets, and complex financial modeling
- **Systematic thinking** — the ability to design and implement financial infrastructure that scales with the business
- **Strategic perspective**--- with the ability to hold both the big picture and the critical detail at the same time
- **Strong leadership and people instincts** — the ability to attract, develop, and retain a high-performing team
- **Low ego, high standards** — someone who earns credibility through competence and character, not title
- **Entrepreneurial energy** and comfort operating in a fast-moving, high-accountability environment

Required Experience

- **Experience:** 7+ years in progressive finance leadership roles
- **Track record:** track record of exceptional success
- **Technical Acumen:** demonstrates strong technical acumen using financial systems and analytics to improve forecasting, reporting, and decision-making
- **Systems Development & Implementation:** proven track record of building or significantly upgrading financial systems, reporting, and controls infrastructure
- **Financial Analysis:** deep experience in financial modeling, capital structuring, and investment analysis in the context of real estate or complex asset-intensive businesses
- **Multi-entity organizational structures experience**
- **Capital Markets:** Exposure to debt and equity capital markets, lender relationships, and joint venture structuring

Education

- Bachelor's degree in Finance, Accounting, Economics, or related field
- MBA or Master's degree preferred

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www.bourncompanies.com