

Drive thoughtful, creative design solutions to push the boundaries of what's possible

As a Design Architect at Bourn Companies, you will play a central role in creating distinctive, high-impact environments across a diverse portfolio of real estate developments. You will help transform vision into reality with your design and elevate the way people live, work, gather, and connect.

You will continuously study global design trends, emerging development patterns, and world-class projects to bring the very best ideas into our work. Your efforts will contribute to large-scale mixed-use environments that thoughtfully integrate residential, office, hospitality, retail, entertainment, and public spaces.

About Bourn Companies

For more than 36 years, Bourn Companies has challenged traditional approaches to real estate development in our market. With over six million square feet of completed projects and several transformational developments underway, we create places that strengthen communities, foster economic growth, and establish a lasting sense of place.

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.

Your Team

Our in-house Architecture Team collaborates closely with internal stakeholders and external consultants to create exceptional environments. Working alongside the commercial, residential, land, and hospitality teams you will help synthesize vision, market insights, technical requirements, and design excellence into successful projects.

This highly collaborative environment provides a unique opportunity to influence projects from the earliest stages of planning through execution, while working directly with decision-makers responsible for bringing developments to life. Beyond advancing your architectural expertise, you will gain direct exposure to development, dealmaking, and construction, providing a pathway to broader leadership opportunities within the real estate industry.

The Role

As a Design Architect, you will be responsible for conceptualizing and producing master plans, building layouts, floor plans, and architectural concepts for a variety of development projects. You will work to translate project vision into clear design direction and collaborate with third-party consultants who ultimately prepare

construction documents. Throughout the process, you will help guide design quality, review technical solutions, and ensure project objectives are maintained.

This position requires a unique combination of creativity, technical expertise, organization, adaptability, and strong communication skills. The ideal candidate thrives in a fast-paced environment where projects evolve rapidly and opportunities for innovation are encouraged.

Key Responsibilities

Design Leadership & Technical Excellence

- Develop architectural concepts, site plans, building layouts, and design studies that support project goals and development strategies.
- Translate project vision, programming requirements, and market objectives into compelling architectural solutions.
- Produce and manage design documentation, drawings, diagrams, presentations, and visual materials.
- Collaborate with external consultants to advance projects through design development and documentation phases.
- Review designs for quality, constructability, code compliance, and alignment with project objectives.

Product & Development Expertise

- Develop design solutions across a broad range of product types, including:
 - Mixed-use developments
 - Multifamily residential
 - Single-family residential
 - Office
 - Hospitality
 - Retail
 - Entertainment and experiential environments

Industry & Technical Knowledge

- Maintain a strong understanding of building codes, zoning regulations, entitlement processes, and development constraints.
- Integrate technical requirements into creative design solutions.
- Understand the relationship between design decisions, construction methods, project schedules, and budgets.

Project Coordination & Execution

- Manage design schedules and coordinate deliverables to align with overall project timelines.
- Collaborate effectively across multiple disciplines and stakeholders.
- Help develop and improve design workflows, standards, and internal processes.
- Maintain high standards of quality control throughout the design process

Skills

- Strong conceptualization for translating a vision into a concept.
- Strong graphic sensibility and drafting skill
- Ability to correlate design with construction processes, including estimating and budgeting
- Proficiency with AutoCAD, Revit, is a plus
- Knowledge of architectural practice including site planning, building codes,

Characteristics

- Curious with a willingness to push the boundaries of what's possible
- 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
- Ability to work on short timeframes and meet deadlines

Authentic, sincere, and ethical engagement rooted in strong integrity

Qualifications

- Bachelor's or Master's Degree in Architecture from an accredited university; OR any combination of education, training, and experience that demonstrates the ability to perform the duties of the position
- 5-8 years of relevant work experience in Architectural Design or a related function with translatable skills
- Experience designing high-rise and midrise mixed-use projects.
- Experience designing projects in class A markets.

Experience in a leadership role; managing a team of design professionals is a plus

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.



Design Architect
Tucson, Arizona

Please send your cover letter and resume in one PDF file to careers@bourncompanies.com with the subject line: *Design Architect 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.

careers@bourncompanies.com

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