



Development Principal (Land Division)

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 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:

With a strong foundation of success, Bourn Companies is entering a dramatic stage of growth—driven not only by larger and more complex real estate projects but also by expansion into complementary business operations. To lead this next chapter, we are seeking a Development Principal – Land Division to drive large-scale land development projects from infrastructure planning and entitlement through execution. In this role, you will be accountable for the strategic, operational, and financial success of master-planned land developments, ensuring long-term value creation and alignment with the Company's vision.

This position requires a blend of strategic foresight, technical expertise, and leadership. You will work closely with the Executive Team, guide entitlement and land-use strategies, oversee infrastructure and horizontal development, and coordinate cross-functional efforts. Just as importantly, you will play a pivotal role in shaping the next generation of development professionals through mentorship and collaboration.

This is an opportunity to join an established real estate development company with a proven track record of success that is entering a dramatic stage of growth. 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.

Key Responsibilities:

As Development Principal – Land Division, you will:

- Lead assigned land projects with the discipline and accountability of a standalone business.



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- Oversee the full project lifecycle: from market definition and programming, through acquisitions, design, permitting, capitalization, and horizontal construction, to delivery to the Company's Commercial, Hospitality, and/or Residential divisions, or to third parties.
- Collaborate with the Company's internal divisions to define use mix, demand drivers, and success criteria for each land development project.
- Manage financial modeling and project schedules, ensuring disciplined integration of scope, schedule, and budget.
- Identify, assess, and mitigate project risk across financial, legal, operational, and compliance dimensions.
- Maintain quality standards across design and construction, ensuring project integrity and alignment with the Company's vision and development standards.
- Mentor and lead Development Managers, Coordinators, and Associates, helping them grow in capability and confidence.

Qualifications:

- 5+ years of real estate development experience, preferably in large-scale land, mixed-use, or commercial projects.
- Bachelor's degree required (Civil Engineering preferred); advanced credentials (MBA, MSRED, JD) preferred.
- Proven expertise in project finance, design/construction, deal-making, and real estate operations.
- Experience leading cross-functional teams with executive and investor-level exposure.
- Arizona Broker or Real Estate license (or ability to obtain).
- Demonstrated success in leadership and mentorship, ideally with promotion from a development manager role or equivalent experience.

What We're Looking For:

- A strategic thinker with deep technical and financial expertise.
- A strong communicator and negotiator, able to navigate diverse stakeholders.
- A proactive problem-solver who foresees challenges and creates solutions.
- A leader who models integrity, accountability, and collaboration.
- Someone inspired by our mission of Developing Potential – for our communities, our clients, and our people.

Why Join Bourn:

At Bourn Companies, you'll be part of a close-knit, high-performing culture that values independence, creativity, and impact. Our Work Hard, Live Well philosophy balances accountability with recognition, ensuring our team thrives both professionally and personally.



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Apply Today:

If you are ready to lead complex land development projects, mentor rising talent, and shape communities that stand the test of time, we want to hear from you.

Please send your resume and cover letter to careers@bourncompanies.com with the subject line: *Development Principal – Land Division Application*.

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

www.bourncompanies.com