



## Director of Project Management

Tucson, Arizona

**BOURN**<sup>®</sup>  
COMPANIES

### **Lead projects. Build teams. Drive portfolio performance.**

As the Director of Project Management at Bourn Companies, you will operate as a true player-coach—leading complex development projects while building, managing, and optimizing a high-performing team of Project Managers.

You will be responsible for driving consistent execution across the Company’s portfolio by aligning people, processes, and priorities. This includes assigning Project Managers across projects, partnering with product leaders to identify needs, and ensuring projects are delivered safely, on schedule, within budget, and in alignment with Company standards.

This role sits at the center of execution—connecting strategy to delivery and elevating performance across all phases of development.

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## **About Bourn Companies**

For over 36 years, Bourn Companies has transformed communities through more than 6 million square feet of projects across the Southwest. Our portfolio of integrated developments brings together residential, office, retail, hospitality, and entertainment into environments that inspire connection and elevate lifestyle.

Our culture is entrepreneurial, innovative, and collaborative—where each team member plays a meaningful role in shaping impactful developments.

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## **The Team**

The Project Management team is responsible for executing projects across planning, design, and construction, with a strong emphasis on construction delivery and field execution.

As Director, you will lead this team as a unified “bullpen” of Project Managers—aligning resources across projects, mentoring team members, and ensuring consistent execution standards across the organization.

You will work closely with Development, Design and other division leaders to proactively assess project management needs and deploy resources effectively across the portfolio.



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## What We Are Looking For

### Core Capabilities:

- Deep expertise in construction execution and project management
- Strong financial acumen across budgeting, forecasting, and cost control
- Advanced project and portfolio management capability
- Leadership experience managing and developing high-performing teams
- Excellent communication and cross-functional coordination

### Characteristics:

- Player-coach mindset with a willingness to lead from the front
- High ownership, accountability, and decision-making ability
- Strategic thinker with strong execution focus
- Collaborative, team-first leadership style
- Proactive, solutions-oriented, and adaptable under pressure

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## How You'll Spend Your Time Here

- Lead, mentor, and develop a team of Project Managers
- Assign Project Managers across projects based on priorities, complexity, and strengths
- Partner with division leaders to identify project management needs and resource gaps
- Personally lead select complex or high-impact projects
- Oversee execution across the portfolio (schedule, budget, quality)
- Establish and reinforce best practices across all project phases
- Review plans, budgets, schedules, and performance for consistency
- Support financial oversight including forecasting and change orders
- Identify and mitigate risks across projects
- Lead meetings, reporting, and executive updates
- Drive a culture of accountability and continuous improvement



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### Qualifications

- Bachelor's degree in Construction Management, Engineering, Architecture, Real Estate, or related field
- 7+ years of construction or project management experience
- 3–5+ years of leadership experience managing teams and/or multiple projects
- Proven experience overseeing project managers
- Strong understanding of construction processes, permitting, and controls
- Experience with project scheduling tools (MS Project or similar)
- Willingness to be onsite and travel as needed

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### Core Competencies

- Team leadership and development
- Project and portfolio management
- Budgeting, cost control, and financial oversight
- Contract and change order management
- Cross-functional coordination
- Risk management and problem-solving

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### Why Join Bourn Companies

- Lead a critical function at the center of value creation
- Build and develop a high-performing team
- Drive execution across a diverse project portfolio
- Work in a collaborative, entrepreneurial environment
- Opportunity for growth into executive leadership

Bourn Companies offers a competitive salary and benefits package and is an Equal Opportunity Employer.

#### To Apply:

careers@bourncompanies.com

[www.bourncompanies.com](http://www.bourncompanies.com)