

Human Resources Director

Tucson, Arizona



BOURN

COMPANIES

About Bourn Companies:

For 35 years, Bourn Companies has transformed communities across the Southwestern United States with over six million square feet of innovative mixed-use projects. Our portfolio includes residential communities, retail and restaurant spaces, office buildings, hotels, medical facilities, and entertainment venues. We don't just deliver buildings – we create environments that inspire connection, foster community, and elevate lifestyle.

Building on this foundation, Bourn is also expanding into business operations that enhance the communities we create, including restaurants, health and wellness, and other lifestyle-focused initiatives. This expansion broadens our impact and brings exciting opportunities to develop and support a diverse workforce across industries.

Our success is built on innovation, collaboration, and an entrepreneurial spirit. We are proud to foster a workplace culture where people thrive, grow, and make a lasting impact.

The Opportunity:

With a strong foundation of success, Bourn Companies is entering a dramatic stage of growth – one that not only includes larger and more complex real estate projects but also expansion into business operations. This growth and evolution will require us to double our human capital over the next 2 – 3 years and build a diverse, world-class team capable of driving innovation across multiple industries.

To address this opportunity, we have an immediate need for a dynamic leader who sees HR as a driver of innovation and growth and can help us build and scale our talent infrastructure to attract, develop, and retain best-in-class team members across a wide range of disciplines. We are not looking for a typical HR leader.

This is an opportunity to do something unique and transformative: to get in on the ground level of a high-growth company with a proven track record of success, much like joining a high-profile tech company at a pivotal stage in its journey.

Key Responsibilities:

- **Strategic Leadership:** Develop and implement forward-thinking HR strategies aligned with organization goals; partner with the Executive Team on workforce planning, recruiting, and retention across real estate development and business operations.
- **Training & Development:** Drive leadership development, upskilling, and continuous learning opportunities, creating a world-class training and development program that rises above traditional corporate offerings and leading universities.
- **Policy & Program Development:** Design, implement, and maintain HR policies, employee manuals, and systems that ensure legal compliance and reflect the Company's culture and values.

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- **Talent Acquisition & Onboarding:** Lead full-cycle recruitment across a variety of industries and implement onboarding programs that set employees up for long-term success.
- **Performance & Talent Management:** Develop and manage performance evaluation processes, cultivate future leaders, and promote career development initiatives aligned with the Company's commitment to Developing Potential.
- **Employee Relations & Culture:** Foster a respectful, inclusive, and engaging workplace; oversee employee relations, morale, and recognition programs; serve on the Company's Culture Committee.
- **Compliance & Risk Management:** Ensure compliance with employment laws and proactively update policies.
- **Compensation & Benefits:** Collaborate with the Executive Team to evaluate, design and implement competitive and fair compensation and benefits strategies.

Qualifications:

- Bachelor's degree in Human Resources, Business Administration, or related field.
- 5 years of human resource management experience required, or equivalent education and work experience.
- SHRM-CP or SHRM-SCP highly preferred.
- Knowledge of HR best practices, employment law, and compliance.
- Proficiency in Microsoft Office; experience with HRIS and talent management systems a plus.

What We're Looking For:

- A builder who can create, implement, and scale HR systems from the ground up.
- A hands-on leader who thrives in a fast-paced, entrepreneurial environment and who is passionate about our mission.
- A strategic advisor with strong leadership and organizational development skills.
- A trusted partner who can manage sensitive issues with discretion and integrity.
- A communicator who fosters transparent, authentic relationships across all levels.

Why Join Bourn Companies:

At Bourn, you'll be part of a close-knit, high-performing culture where every role makes a difference. We believe in Developing Potential – in our projects, in our communities, and in our people.

Here, you'll have the opportunity to:

- Shape and lead the HR function at a growing, innovative company.
- Build a talent infrastructure that supports both real estate and expanding operational businesses.
- Create a world-class employee experience that emphasizes phenomenal work-life balance, exploration, and professional growth.

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- Design training and development opportunities that rise above those offered by other companies and universities.
- Work alongside an entrepreneurial leadership team that values fresh ideas and collaboration.
- Grow your own career while helping others do the same.

Bourn Companies offers a competitive salary, comprehensive benefits, and the chance to work on meaningful projects that leave a lasting impact.

Apply Today:

If you're ready to lead HR strategy, champion culture, and help us continue Developing Potential at every level, we'd love to hear from you.

Please send your resume and cover letter to careers@bourncompanies.com with the subject line: *Human Resource Director Application*.

Bourn Companies is an Equal Opportunity Employer.
www.bourncompanies.com