

‘BUILD’ your Future with Habitat for Humanity GTA

Vice President, Real Estate Development

Reports To	CEO,
Division	Office of the CEO
Location	Toronto Office (155 Bermondsey Road, Toronto, ON)
Date	January 2019

Habitat for Humanity Greater Toronto Area (Habitat GTA) mobilizes volunteers and communities to help working, lower income families build strength, stability, and self-reliance through affordable homeownership. With the help of volunteers, donors, and community partners; we have built close to 400 homes for families, including over 1,300 children in need of safe, decent, and affordable housing. Habitat GTA is growing. We are an innovative, entrepreneurial social enterprise that has been increasing our capacity for impact each and every year.

What we offer...

- A meaningful opportunity to make a difference in your local community and to have first-hand contact with the families whose lives are transformed by our work
- The pride of being part of a highly respected, high profile global charity
- A stimulating, fast paced professional opportunity in a team of like-minded ‘world-changers’
- A unique opportunity to build your profile, your networks and your impact
- Comprehensive health and dental benefits
- RRSP eligibility
- Flexible work arrangements

The Opportunity

The VP, Real Estate Development will report to the CEO and hold executive responsibility for all aspects of acquiring and developing Habitat GTA’s property and build pipeline. The successful candidate will have a **passion for making a difference** and have established a reputation and track record as an **innovator, entrepreneur, negotiator, collaborator** and **problem solver**.

Habitat GTA’s unique positioning as both a residential developer and charity, requires a VP, Real Estate Development who understands the real estate development and approvals process in the GTA but who can also devise creative solutions and broker relationships that enable the organization to realize a sustainable and affordable development pipeline. Leveraging significant personal knowledge of land acquisition, deal structuring and the full development / construction cycle, the VP, Real Estate Development and will work in partnership with the CEO, CFO, and VP Construction to deliver a continuous and sustainable pipeline of development opportunities and home ownership solutions for working, lower income families.



Your Impact

As VP, Real Estate Development, you will have a profound difference on the impact of the organization in serving more families both now and in the future, by:

- Working with the executive team, the Habitat GTA land team, the Land & Build Committee of the board of directors to **set land acquisition priorities** and **identify, evaluate and secure land** and build opportunities in each of the regions served by Habitat GTA.
- **Leading and mentoring** planning team staff (2) and oversee and manage project consultants.
- Negotiating/structuring complex **real estate/development transactions**, including developer partnerships, contracting and acquisition / disposition of land and assembly of properties for re-development.
- Building strong relationships with politicians and government staff and develop / execute a **strategy for securing municipal support** in the form of access to surplus land, concessions on government fees, development entitlements, developer partnerships, etc.
- Providing executive leadership for the **land development and approvals process** for planning/design reviews and approval and ensuring best practices are followed in planning, urban design, architecture, and community engagement.
- Directing all aspects of **condominium creation and registration** as needed by Habitat build projects.
- **Quarterbacking overall project management** enabling coordinated organization-wide efforts on build projects from acquisition through occupancy.
- Fostering and growing **collaborative external relationships** with Habitat Canada, other Habitat affiliates, the GTA Building Industry and Land Development Association (BILDgta), Create TO, the Ontario Home Builder's Association, other affordable homeownership providers, and others to advance policy and forge new build partnerships.
- **Supporting the CFO** in structuring and securing land and construction **financing**.
- Developing formal submissions and represent Habitat GTA with respect to promoting **public policy for affordable housing and affordable home ownership**.
- **Driving innovation**, constantly connecting the dots between Habitat's unique social enterprise model, its strong brand, and the realities and opportunities of advancing affordable housing in the GTA.



The Evolution of the Role

Habitat GTA is on a growth trajectory. The VP, Real Estate Development, will inherit an existing pipeline of approximately 275 homes across 19 projects. The expectation is that the VP, Real Estate Development will lead the development of these projects through to construction while building a fuller land pipeline for the future. There is considerable latitude for growth of this role to include some or all of: oversight of construction; leadership in project financing; and other areas depending on the combination of the VP's skills / interests and the needs of the organization.

What You Bring

The successful candidate will be a dynamic executive with a track record of significant achievements in residential / commercial real estate development and will possess the following qualifications:

- A university or college degree or equivalent (in urban planning, civil engineering or related specialty), and, ideally, some level of formal business education.
- Experience in the full real estate development cycle, including site analysis/selection, planning approvals, real estate finance, project budgeting, valuation, evaluating site servicing requirements, assessing/managing community impacts, building/managing public/private sector partnerships, business planning, managing RFP processes and proposal review and selection, contract negotiation and construction management and controls.
- Extensive experience working with urban and suburban real estate developers, engineering consultants, architects, planners, contractors, and municipal and provincial authorities with current knowledge of relevant legislation affecting housing development and current market knowledge in relation to construction costs and trends in the construction sector.
- Experience with the reuse of residential lands, buildings and revitalization of residential areas as well as knowledge of green building technologies and sustainable development.
- Strong business acumen, excellent negotiating skills and the ability to project a professional image, develop respect and credibility, and display a high level of integrity, judgment and ethics.
- Exceptional analytic, quantitative and problem-solving skills.
- Able to think in terms of the overall organization and contribute effectively as a key member of the Habitat GTA executive team.
- Extensive experience in project management, communication and issues management and the ability to ensure the successful and timely completion of multiple projects.
- The ability to thrive and succeed in a high profile, non-profit organization and relate well to a broad range of stakeholders
- A passion like ours...to help put more families into homes!

Experience in the not-for-profit sector in a volunteer or staff role and a working knowledge of affordable housing are highly desirable.



Your Future at Habitat for Humanity GTA Awaits...

Applicants must be eligible to work in Canada throughout the duration of their employment with Habitat for Humanity GTA. Proof of eligibility will be required.

Habitat for Humanity GTA is committed to creating a diverse environment and is proud to be an equal opportunity employer.

Habitat for Humanity GTA is committed to ensuring a barrier-free, accessible and inclusive work environment. We welcome and encourage applications from people with disabilities. Upon individual request, we will endeavor to remove barriers to the hiring process to accommodate candidates with disabilities, providing the applicant has met the bona-fide requirements of the employment position. Please inform us should accommodation be required at any point during the recruitment and selection process.

As part of our selection process, the successful candidate must receive clearance by a police background check.

Internal candidates with the required skill-set are encouraged to apply.

How to apply:

Rutherford International Executive Search Group Inc., has been engaged to support Habitat GTA's selection committee. To apply, please submit your resume (MS Word Doc or .pdf) through Rutherford International's web site at <http://www.rutherfordinternational.com/postings/> or message us through LinkedIn and attach your Profile at www.linkedin.com/in/rutherfordintl

For additional clarification:

If you require clarification regarding the position, Rutherford International is available for a brief chat at <https://drift.me/forbes>

Who is Rutherford International?

A management consulting firm, Rutherford International connects executives, project managers, subject matter mentors and independent corporate consultants with career and contract opportunities involving investment, real property, corporate real estate, SMART city-facing developments, resorts, capital markets, finance and civil infrastructure projects.

