



Real Estate Development Manager

Musqueam Capital Corporation (MCC) was created in 2012 to replace the Musqueam Economic Development Department and is the economic development arm of the Musqueam Indian Band (MIB). MCC is responsible for the development of Musqueam's lands, acts as an asset manager for Musqueam's existing real estate holdings, and creates economic opportunity through business partnerships.

MCC is currently in search for a **Real Estate Development Manager**. The DM will lead the execution of multiple projects, including leading internal and external teams in delivering successful projects. Reporting to the Director of Development, the Development Manager will support the business by providing timely and detailed reporting of the design, approval, and delivery, including financial viability of development projects.

KEY RESPONSIBILITIES

- Government, community, and stakeholder liaison
 - Represent MCC with local governments, municipalities, and the Musqueam Nation to advance rezoning, development, and building permit applications (off-reserve and on-reserve).
 - Engage in industry and policy consultations; communicate impacts, risks, and opportunities to senior leadership in real time.
 - Lead public engagement as the primary MCC contact for the Musqueam community, outside community and other stakeholders.
- Development planning and feasibility
 - Support acquisitions, due diligence, and financial analysis; assess feasibility and provide clear recommendations.
 - Create and manage business plans, development pro formas, schedules, budgets, and progress updates.
- Project delivery and governance
 - Oversee end-to-end development—from feasibility to close-out—ensuring on-time delivery, budget adherence, and alignment with objectives.
 - Manage design procurement and coordination; balance cost, quality, and schedule; ensure compliance with permits and codes.
 - Maintain a risk register; identify and mitigate project risks; ensure regulatory and contractual compliance.
- Team leadership and relationships



- Lead multidisciplinary teams and cultivate strong relationships with consultants, contractors, community stakeholders, and government authorities.
- Serve as the client's single point of contact, ensuring alignment with objectives and stakeholders' needs.
- Financial stewardship and reporting
 - Monitor budgets and financial performance; produce regular status updates and reports for senior management.

REQUIRED KNOWLEDGE, SKILLS & ABILITIES

- Real estate and market acumen: strong grasp of market analytics, trends, land use planning, and regulatory environments.
- Stakeholder networks: established connections with municipal authorities, consultants, developers, and peers; experience with leasing, marketing, or sales is a plus.
- Project management and organization: exceptional multi-tasking, prioritization, and delivery of complex projects in fast-paced settings.
- Communication and leadership: superior written and verbal skills; proven ability to lead project teams and engage diverse stakeholders.
- Analytical and problem-solving: strong ability to evaluate scenarios, assess risks, and communicate outcomes clearly.
- Technical proficiency: advanced MS Office (Excel, Word, Outlook); comfortable with financial modeling, scheduling, and reporting tools.
- Regulatory insight: knowledge of planning policies, OCPs, zoning, design guidelines, sustainable building practices, codes, and contracts.
- Relationship management: track record of building durable partnerships with communities, government bodies, consultants, and partners.

EDUCATION & EXPERIENCE

- Education: University degree in Architecture, Engineering, Urban Planning, Urban Economics, or related field.
- Experience: 7–10+ years in full-cycle development management (feasibility to close-out); experience with mixed-use and high-/mid-/low-rise projects; single-family is a plus.
- Indigenous governance exposure: preference for experience with First Nations projects or community partnerships; familiarity with Musqueam values is advantageous.



WORKING CONDITIONS

- Location: MCC office (Mon–Fri).
- Background check: Successful Criminal Record Check required.

COMPENSATION PACKAGE

- Competitive salary (range \$105-\$140/year) with comprehensive benefits, including matching DCPP.

APPLICATION PROCESS:

Candidates meeting the criteria above are encouraged to submit their resume with a formal cover letter to jloconte@musqueamcapital.ca. While we thank all candidates for their interest, only select individuals will be contacted for follow-up.