

# Director, Housing Development

Edgemoor Infrastructure & Real Estate · McLean, VA

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## **Summary**

Edgemoor Infrastructure & Real Estate is an award-winning developer of public buildings and infrastructure. Our mission is to craft customized public-private partnerships (P3s) and real estate solutions that address our clients' needs and exceed their expectations. We enable our clients to thrive through creative real estate and infrastructure solutions while making a meaningful impact on our communities.

With more than 20 years of experience and \$4.6 billion in development projects either delivered or currently under construction, Edgemoor has been a pioneer in the social infrastructure P3 space in the U.S. We create value for clients by taking a "hands-on" approach to management and development that's both flexible and responsive. Edgemoor can provide a comprehensive set of turnkey development and operation services and be flexible on financing structures. These capabilities allow us to meet the complex and varying set of needs of any client.

Edgemoor has built out a differentiated approach to developing workforce housing as an alternative to traditional paths. Housing is a significant priority for institutional, public, and non-profit clients; so, we worked to develop a unique solution. We are working with hospitals, governmental entities, and higher education institutions to deploy this innovative approach, which is more beneficial to these institutions and the essential workers in the area. Over the last 24 months, we helped establish three new independent non-profit entities whose missions are to provide housing to essential employees in the healthcare and education industries. With an independent Board of Directors, these nonprofits are striving to make an attainable, quality home possible for the millions of essential workers that are priced out of living in the communities they serve.

As a Director with Edgemoor, you will have the opportunity to scale our housing effort and develop projects across the US that help address the housing crisis. Your role includes business development, project development, leasing/property management oversight, and asset management for Edgemoor on behalf of the nonprofit ownership entities. You are also able to leverage our affiliation with Clark

Construction whose expertise features housing projects of all sizes and levels of complexity — from affordable to market rate, from stick-built to high-rise, and leverage our strategic partner, Align Capital Solutions, which has helped craft innovative financing solutions for workforce housing.

With our growth ambition and the need in the marketplace, we are looking to selectively add a key member to the leadership of the Edgemoor team who will help us continue to take advantage of the housing opportunity ahead of us.

### **Responsibilities**

As a key deal leader at Edgemoor, this individual will drive all aspects of the opportunity from identifying, pursuing, winning, and negotiating the deal to managing the execution of project. This leader must operate with the utmost integrity, bring influential and effective interpersonal skills, possess refined emotional intelligence, and have an impressive history of team leadership.

This position would report to an Edgemoor Managing Director and:

- Work with Edgemoor leadership to strategically address opportunities, leveraging our unique solutions and capabilities for housing asset creation.
- Provide leadership and guidance on both winning new work and managing projects by:
- Developing strong relationships with various housing market participants; including both state and local housing authorities and housing finance agencies
- Sourcing new opportunities through potential clients, financing sources, design partners, and other project development leads
- Lead Edgemoor pursuits/projects, including partner selection and overall pursuit and team management.
- Work with the leadership of our strategic partners: Align Capital Solutions and Clark Construction
- Analyze potential properties to develop, including producing proformas under a variety of capital structures, creating written project documents, coordinating due diligence activities, understanding local legislation, property tax abatement programs, and analyzing the market.
- Work with team members to prepare responses to requests for solicited as well as unsolicited proposals by collaborating on the creative concept, determining the optimal financing structure, and preparing proposal materials.
- Drive the development process with the team including design, permitting, providing construction oversight, and public relations/community outreach.
- Manage the leasing process.

- Coordinate with federal, state, and local government agencies, ensuring that all financing and government regulations are met and required approvals obtained.
- Work closely with property management teams to manage and monitor project performance throughout the lifecycle of the asset.
- Prepare and present quarterly updates and Board approval materials.
- Participate in industry associations and forums as a brand ambassador for the nonprofit organization.
- Build and maintain a best-in-class Edgemoor team with the opportunity for development and growth of individuals not just through increased experience but also through rotation/circulation throughout the group.
- Embed a culture of integrity, ethics and transparency. Earn the respect of his or her peers, subordinates and superiors for his or her integrity, ethics, moral compass, and ability to set a standard for their leadership to follow.

### **Key Skills**

The successful candidate will be a broadly qualified and highly talented self-starter executive with experience with complicated infrastructure and/or master development projects. The successful candidate will exhibit sound financial judgement, possess high self-confidence, a collaborative/transparent working style, and a proven ability to lead a team.

#### **Key skills include:**

- Leadership/Business Acumen - Demonstrated understanding of the strategic, operational, and financial components of broader business management, having led teams and served as an advisor/partner at the highest level within an organization. A motivating leadership presence, a high degree of intensity and competitiveness, but with a strong team-orientation and collaborative approach.
- Financial, Strategic, Development, and Construction Expertise - A track record of establishing/contributing to creative solutions in the areas of real estate development. A strong commitment to adding significant value and contributing to the overall growth and profitability of the enterprise.
- Stakeholder Communication - Ability to communicate effectively with, persuade, and gain “buy-in” from, a broad range of stakeholders (e.g. clients, designers, community leaders, GCs).
- A desire and ability to be in the leadership of a growing enterprise. Overriding business orientation and a strong capacity to lead and manage the growth, profitability, risk, and

reputation of a large and successful operating business, drawing upon demonstrated prior success and experiences as a talent management leader.

- A demonstrated ability to make decisions in an effective/timely manner, to inspire/influence/develop talent and to instill accountability, while maintaining the highest levels of integrity and appreciation for compliance.
- A solid results-orientation – consistently displays an agile, energetic, data-driven approach to achieving individual and organizational objectives.
- A collaborative approach – adopts a transparent and authentic orientation towards working collaboratively with others to complete shared tasks; bringing others along to ensure the success of relevant organizational changes and/or initiatives. Interest in and experience developing systems and processes to continually improve the company.
- An innovative attitude – pushes the boundaries of innovation, finding opportunities to work faster and smarter, and respond to business challenges with ingenuity; finds a way to get the job done without “breaking glass” along the way.
- Outstanding executive presence. Possesses a strong yet approachable demeanor, is mature, and has outstanding communication skills that are befitting an executive of a multi-billion-dollar enterprise.
- Vision and drive to achieve competitive advantage through leveraging Edgemoor’s wide range of capabilities.

### **Qualifications**

- Bachelor's or Master's degree from a top-tier university with coursework emphasis on Business Administration, Accounting, Finance and/or Economics
- Ten (10+) years of multifamily development experience with experience in all aspects of the real estate development process, from acquisition through construction to stabilization.
- Experience with complex, multi-layered real estate financing, preferably with the Federal Low Income Housing Tax Credit Program and affordable housing loan products.
- Applicant must be comfortable with public speaking and community presentations.
- Applicant must have skills and experience in negotiating acquisitions and financing commitments.
- Proficiency with Word, Excel, and PowerPoint.
- Willing to work in the office in either our McLean, VA or Bethesda, MD locations, or alternative locations.
- Approximately 25% travel expected.

