



## Development Manager Opportunity

### Who We Are:

Lu'ma Development Management (LDM) is an Indigenous-led real estate development company committed to creating sustainable and culturally appropriate housing and infrastructure for Indigenous communities across Canada.

### Our Approach:

We bring Indigenous worldviews to the development sector via projects, proposals, and procurement which are grounded in Indigenous ways of knowing and being, ensuring each project reflects our client's cultural authenticity.

### About the Role – Development Manager:

As a key player in our dynamic team, you will have the unique opportunity to work closely with Indigenous organizations or Nations in both urban and rural areas, driving social change through real estate development, overseeing projects from proposal to closeouts. Collaborating with the CEO, Director of Development, and our dedicated staff, you will ensure successful projects completion within timelines and budgets, aligned with clients' objectives.

### Responsibilities:

- Foster continuous growth and expand knowledge in social purpose real estate development and project management.
- Supporting clients to ensure that their project reflects their community's values and culture.
- Collaborate with clients to clarify objectives and allocate resources effectively.
- Assist clients in developing comprehensive business plans.
- Ensure the contractual structure aligns with the business plan among development partners.
- Develop and manage project budgets.
- Assemble and coordinate the development team, including architect, contractor, and other consultants, managing the team throughout the project including tendering and contract preparation.
- Coordinate and document requirements for compliance of construction lending, grants, equity, and authorities having jurisdiction.
- Establish and manage development schedules.

- Generate monthly project reports, including financial status, cash flows, change order management and quality assurance.
- Facilitate regular project meetings to ensure effective communication and to efficiently manage project workflow.
- Drive project vision and overall value for Client and ensure projects are delivered on time and on budget.
- Assist the development team in resolving conflicting objectives.
- Ensure project milestones are achieved and well-documented.
- Manage 4-6 projects in origination, development, construction and close out at any given time.
- Attend regular staff meetings, actively contributing to ongoing improvements in administrative systems and procedures.
- Support the implementation of successful proposals.
- Undertake any other duties as required from time to time.

#### **Knowledge, Skills and Abilities:**

- Minimum of 4-6 years of related experience in the real estate and/or construction sectors.
- Experience working with Indigenous Communities and knowledge of Indigenous traditions and territories.
- Demonstrated ability to implement complex objectives in a group setting and an ability to balance multiple perspectives with an inclination to challenge assumptions.
- Effective written and verbal communication skills are required including active listening and public speaking ability.
- Strong financial modeling skills and experience with development cash flows.
- Ability to manage multiple projects and competing demands simultaneously.
- Familiarity with contracts and consulting agreements.
- Knowledge of feasibility analysis, community consultation and municipal development approval processes.
- Client focused and able to negotiate and resolve conflict.
- Knowledge of governments and foundations funding mechanisms and approval processes.
- Well-organized and efficient self-starter.
- Experience with social purpose real estate development is an asset.
- Related professional training is desirable, including Project Management Professional designation.

### **Why Join Us:**

Lu'ma Development Management is committed to building strong, respectful relationships with Indigenous communities and acknowledges the traditional territories of Indigenous Peoples. We are proud to be participating in the Partnership Accreditation in Indigenous Relations training program with our sister company. This training reinforces LDM's dedication to economic reconciliation and collaboration with Indigenous partners, creating a welcoming and supportive work environment for Indigenous Peoples.

We are dedicated to fostering, a diverse, equitable, inclusive, and welcoming environment where all team members feel valued, respected, and experience a sense of belonging. We understand that not every candidate will meet every qualification listed. If you are passionate about this role and believe you have the skills and experience to succeed, we encourage you to apply. We value diverse perspectives and are committed to considering all applicants based on their unique strengths and potential.

Be part of a dynamic team driving positive social impact through real estate projects with clients that include non-profit housing societies, First Nations, urban Indigenous groups, and government. You can expect to work on social purpose projects across the province, ranging from wood frame buildings to larger concrete projects, in various stages of development.

Expected annual pay range is \$85,000 - \$125,000 plus an annual performance bonus commensurate with responsibilities, experience, and performance. We offer an excellent benefits package along with flexible work hours, and a hybrid working arrangement.

LDM supports a collaborative and rewarding work environment, opportunities for professional development, and a work-life balance with flexible hours. By joining our team, you will be contributing to meaningful and culturally significant initiatives as a part of an Indigenous led development consulting firm.

If you're ready to make a difference, please send us your cover letter and resume!

**Contact - [dave@lumadevelopment.ca](mailto:dave@lumadevelopment.ca)**