



**Position:** Director of Real Estate Development  
**Location:** New Orleans, Louisiana  
**Reports to:** Chief Financial Officer and Chief Operations Officer

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### About SBP

SBP, a social impact organization focused on disaster resilience and recovery, **solves the challenges facing at-risk communities** and scales impact with a proven model that brings the rigor of business and innovation to reduce risk, create resilient communities and streamline recovery. By taking this holistic approach, SBP shrinks the time between disaster and recovery. SBP does this in three connected ways—prepare, shape and build.

1. SBP **prepares** individuals, communities and organizations to mitigate risk and speed recovery.
2. SBP **shapes** federal policy and system change and state and local disaster recovery programs to be more efficient and effective.
3. SBP **builds** resilient communities efficiently and effectively and shares our proven model and approach with others.

### Position Summary

The Director of Real Estate Development is responsible for shaping and executing the strategic vision of the organization's Opportunity Housing Program, which creates affordable units for sale and for rent. Responsibilities include leading the Opportunity Housing team (currently 6 members) on carrying out all functions of development for single and multifamily real estate projects. This includes site selection, planning, entitlement, funding, financial analysis, and management of the development portfolio from inception through property management and/or sale.

The Director of Real Estate Development oversees the development and asset management functions in three regions. They report to the Chief Operating Officer and Chief Financial Officer. The position requires experience and a proven track record in affordable housing development and team management.

### Responsibilities

- Identify affordable real estate development projects that support the Opportunity Housing goals and objectives.
- Oversee and implement all facets of the development process including site selection, planning, design, entitlement, funding, debt, construction, lease-up and property management and/or sale of the projects.
- Oversee the Property Management team to ensure they are achieving goals related to occupancy, rental income, maintenance/repairs, compliance and related matters.
- Identify, analyze, and acquire properties for rehabilitation or new construction.
- Lead the development of budgets, operating proformas, proposals and funding applications, tax credits and debt.
- Facilitate the hiring and management of construction, environmental, architectural, finance and other consultants and/or team members as needed.
- Coordinate and manage projects through governmental and local approval processes to obtain all required permits/approvals required for a project.
- Identify and maintain relationships with current and prospective partners, lenders, and investors.
- Direct the development and sale of single-family opportunity housing homes.
- Partner with housing and community development agencies, City, State and local agencies, housing authorities and private sector developers on projects, policy formulation, funding, etc.
- Keep abreast of changes in laws, policies, funding opportunities and HUD regulations related to affordable housing development.
- Lead the Opportunity Housing team and ensure goals and benchmarks are met and create a positive,

inclusiveness culture that fosters open communication, problem solving and skill development.

**Qualifications:**

- Advanced degree in public policy, real estate, management, planning, construction or other related field.
- Significant experience in utilizing and leveraging federal tax programs, including low-income housing tax credits, new market tax credits, and historic rehabilitation tax credits
- At least 10 years of experience in real estate development with demonstrated success in the multi-family and single family sectors with track record of achieving production goals while maintaining quality and accuracy
- High level of expertise in real estate laws, development practices, funding sources including tax credits, calculations and project management.
- Excellent knowledge and application of residential and commercial land site selection, site development, land-use zoning processes and residential and commercial construction methods.
- Exemplary communications (verbal and written), negotiation and presentation skills.
- Experience managing or coordinating complex real estate transactions and construction projects.
- Flexible mindset and adept at critical thinking and problem solving
- Excellent relationship management skills, organizational skills and ability to communicate verbally and in writing with a wide array of audience.
- Willingness to travel up to 10% of the time.
- Able to satisfactorily pass a Criminal History Check to include sex offender registry, Louisiana State Police, and FBI.
- Valid driver license and reliable transportation.

**Performance Expectations:**

- Provide effective leadership for staff and be accountable for achieving departmental and organizational goals.
- Translate broad goals into achievable steps and set and manage appropriate expectations.
- Handle detailed, complex concepts and problems and make rapid decisions regarding management and development issues.
- Plan and implement programs and meet deadlines.
- Establish strong and appropriate relationships with staff, AmeriCorps members, governing board, volunteers, donors, partners and the general community.
- Maintain a flexible work schedule to meet the demands of executive management.
- Demonstrate initiative and work as a team player.
- Adhere to the highest ethical standards in management, governance, and fund development.
- Convey a professional and positive image and attitude regarding the organization and the not-for-profit sector.
- Demonstrate commitment to continued professional growth and development

Salary Range: \$100,000K - \$140,000K

*SBP is building a diverse and experienced staff. The organization encourages multiple perspectives and experiences, supports a multicultural environment, and strives to hire and retain a diverse workforce that reflects the populations we work with and the communities where we work. Our hiring and business practices appreciate the strengths offered through different backgrounds.*

*SBP is an equal opportunity, affirmative action employer and is committed to providing access, equal opportunity and reasonable accommodation for individuals with disabilities in employment, its services, programs, and activities. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.*

*It is the policy of SBP not to discriminate against any individual, person, or group on the basis of disability and the intent of SBP to address any complaints that may arise pursuant to Section 504.*