

Job Title: Associate Director, Real Estate Development

Requisition ID: 46456

Organization

Vancouver is consistently ranked as one of the world's most liveable and environmentally sustainable cities. Recognized among BC's Top Employers and Canada's Greenest Employers, the City of Vancouver is seeking colleagues who can help advance our core commitments to exceptional public service, sustainability, equity, and an outstanding quality of life for all residents. With a strong commitment to being a City of Reconciliation, we invite you to join our dedicated team and become part of an innovative, inclusive, and engaging workplace. A career with the City of Vancouver and within the broader public service, offers meaningful work where you play a key role in ensuring equitable access to services, upholding ethical governance, and supporting the needs of citizens with integrity and dedication.

Main Purpose and Function

This is a department level senior leadership position in the Real Estate Services group of the Real Estate, Environment and Facilities Management department. Primary functions of this position are the management of a team of Property Development Officers tasked with work involving complex financial/proforma and feasibility analysis of major development proposals and local area planning studies, negotiating major property transactions such as community amenity contributions, heritage and density bonuses, advancing the rezoning and redevelopment of civic assets, and detailed investigations and research projects used in the formulation of civic policies.

The work also includes detailed investigations and research projects used in the formulation of important civic policies, managing independent appraisers and other professional consultants and representing the Department as landowner or technical advisor. The position will provide professional real estate, financial and economic advice to all civic departments, City Council, City Manager, various committees, Park Board, Library Board and other key stakeholders as required.

The position works closely with the Director of Real Estate Services to strategically plan and implement Departmental and civic priorities. The position plans, organizes and leads a team of professionals and technical staff engaged in real estate appraisal, economic analysis and other real estate related matters. The work is performed in accordance with the City's objectives, policies and applicable legislation.

Specific Duties & Responsibilities

- Plans, organizes and directs the work program of the Real Estate Services' Development Team, within Real Estate, Environment and Facilities Management.
- Makes final recommendations to Planning & Development Services on supportable public benefit contributions.
- Confers with other civic officials, outside bodies, and key members of the real estate and development industry on valuation issues and determines appropriate appraisal and investment methodology/return measures for evaluating development/planning proposals
- Develops, establishes and approves departmental policies, departmental budget preparation and administration, internal controls, reporting procedures and personnel administration.
- Oversees detailed financial investigations and research projects to support non-market housing initiatives or in the formulation of civic policies.
- Managing independent appraisers and other professional consultants and represents the Department as landowner or technical advisor.

- Provides input to the department's strategic priorities and directs the Property Development Officers to ensure that work area plans are aligned with department and organizational priorities
- Strategically hires to maintain a professional team with a diverse and complementary skill set in response to the specific needs of the department and takes appropriate action and makes recommendations to address employee relations issues, overseeing employee development and performance management. Leading a team of unionized and non-unionized staff, you have a proven track record as an excellent developer of teams, able to maximize the engagement and contributions of the team to meet changing business needs.
- Optimizes the development potential of City lands; leads and manages teams of architects and other development consultants in the rezoning of City-owned properties and the design and development; of leasehold space within non-market developments on City owned lands
- Acts in an advisory capacity to the City Manager, City Council, General Manager of Real Estate, Environment and Facilities Management, City departments, the Parks Board, Library Board, Property Endowment Fund and other City departments on real estate and various economic matters.
- Prepares detailed reports, reviews and approves staff reports on property development matters for City Council approval and may make presentations to Council on the Director's behalf
- Represents the Department on various steering and technical committees, and at Council and public meetings as landowner or technical advisor.
- Performs other duties/responsibilities as required.

Qualifications

Education and Experience:

- University graduation in Urban Land Economics or a related discipline and/or a post-graduate degree in Business Administration, Architecture or Urban Planning combined with 10 years of extensive professional and management experience in the real estate field, or an equivalent combination of education and experience.
- Professional Membership (or eligibility for candidacy) in the Real Estate Institute of B.C, Appraisal Institute of Canada or the Royal Institution of Chartered Surveyors is an asset.

Knowledge, Skills and Abilities:

- Extensive administration and management experience as a senior manager dealing with real estate.
- Thorough knowledge of Vancouver real estate market, property values, real estate market conditions and trends, lending and development practices, valuation methodology, financial pro forma analysis, investment and other economic analysis.
- Thorough knowledge of the development permit and rezoning processes, functions of development related boards/panels, the City by laws (including zoning and development, ODPs, subdivision and parking), bonusing policies/methodology, etc.
- Knowledge of the activities of various City departments relating to property and development matters.
- Thorough knowledge of property leasing, property management, sales and acquisitions involving a large and varied portfolio of residential, commercial and industrial properties
- Thorough knowledge of short-term and long-term strategic planning and an ability to plan an extensive work plan or strategic plan, coordinate the various functions of the office and review the work of subordinate staff. Able to anticipate and implement changes to short and long term plans.
- Ability to plan, direct, coordinate and provides overall supervision to a group of real estate professionals and technical / clerical staff preferably in a union environment and to make decisions that are for the benefit of the organization & its stakeholders, experience in employee development, performance management and conflict resolution.
- Ability to prepare and monitor departmental budgets to support strategic priorities and to achieve financial sustainability

- Ability to analyze complex real estate deals, identify options & alternatives to address risk form a plan of action and then execute the plan to ensure the best deals for the City.
- Skilled at negotiating and influencing multiple stakeholders and ability to negotiate complex multi-million dollar real estate deals to ensure the best interests of the City.
- Ability to develop effective work relationships at a senior level across the organization and external agencies, deal effectively with Council, Boards, media, business communities and the public.
- Ability to prepare and present complex reports to City Council and answer questions relating to the same.
- Ability to interpret and apply regulations and guidelines to analyze major real estate transactions, development/rezoning applications and to recommend alternatives if problems are encountered.
- Ability to exercise a high degree of initiative, judgement and independence in performing the work.
- Valid Driver's License for the Province of BC

Business Unit/Department: Real Estate, Environment, & Facilities Management

Affiliation: Exempt

Employment Type: Regular Full Time

Position Start Date: July, 2026

Salary Information: Pay Grade RNG-121: \$144,833 to \$190,580 per annum

Application Close: June 12, 2026

At the City of Vancouver, we are committed to recruiting a diverse workforce that represents the community we so proudly serve. Indigenous peoples, people of colour, 2SLGBTQ+ persons including all genders and persons with disabilities are encouraged to apply. Accommodations will be provided upon request during the selection process. [Learn more about our commitment to diversity and inclusion.](#)

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam Indian Band), Sḵwx̱wú7mesh Úxwumixw (Squamish Nation), and səliłwətał (Tsleil-Waututh Nation). [More about unceded traditional territories](#)

Before you click *Apply now*

Once you start your application you can save your work and leave the applications page, however please remember to submit your profile to the specific job requisition before the posting closing date.

In addition to uploading your cover letter and resume, part of the application process may include answering application questions related to the preferred requirements of the role which may take approx. 5-10 minutes. Cover letters should express interest and highlight additional information relevant to the position and resumes should include a summary of skills and experience related to the position.