

JOB POSTING

Position: Vice President, Rennie Developer Services (RDS)

Reports to: Managing Director

Job Type: Full Time

About rennie

rennie brings a thoughtful, trusted approach to the real estate industry, supporting our clients and communities for more than 40 years.

Founded on a people-first culture, our growing team of 130+ head office staff and 270+ real estate advisors work seamlessly together to deliver exceptional experiences and service. Collectively, we provide our clients with the confidence they need to make informed decisions when buying, selling, or building a home or community.

Life at rennie

- We have a people-first culture that fosters a vibrant workplace of collaboration, empowerment and opportunity to deliver exceptional experiences and service. Together, we drive each other's collective success.
- We are diverse—representing a range of skill sets, backgrounds and perspectives—but we are motivated by a common goal: being the most trusted resource in real estate.
- We work in a fast-paced environment, but we make time to celebrate each other and have fun with our colleagues, families and communities.
- We offer our employees a competitive salary and bonus program, as well as extended medical, dental, and healthcare benefits that include an employee assistance program, extensive mental health benefits and a healthcare spending account.
- We take time off to rest and recharge. In addition to statutory holidays, salaried team members enjoy paid vacation time and our home office also closes over the December holidays, as business allows.

About the Opportunity

The Vice President, Rennie Developer Services (RDS) plays a strategic role, leading a portfolio of business and overseeing the success of our client and project goals. This is largely accomplished through skillful business development and client relationship finesse while developing and leading the execution of our Sales & Marketing strategy. The VP, RDS focuses on building and delivering rennie's value with our clients and continues to set rennie apart as the industry leader and real estate services provider in our marketplace. rennie is diversifying and growing, presenting an unique opportunity for this role to build and leverage client relationships and business development in new markets. Based out of our office in Victoria, this role will be largely responsible for business development in the Vancouver Island region.

Duties and Responsibilities

- Client relationship management:
 - Works with clients to identify their goals and objectives relating to their projects and ensures that these are outlined, agreed and expectations are managed, as needed
 - Provides early intel into the clients proforma to assist in establishing the viability of the project from market, sales and marketing perspective
 - Leverages the information to maximize value and absorption

- Continuously looks to enhance the rennie experience to advance retention of clients
- Positions rennie as a real estate services company, promoting our full scope of services with clients
- Business development, sales & marketing:
 - Maintains a consistent pulse on the market data and intel to provide the voice of the buyer/market and continually underpins rennie's differentiator in real estate intelligence
 - Leads the rennie team through the envisioning process to define the product offering from unit mix, floor plating, pricing, positioning, amenities and services to ensure the project is set up for success and meets the clients' goals
 - Consistently builds our sales channels, key relationships and key realtors to bring them into the rennie family to elevate our services and our results
 - Continuously works to secure new or repeat business through networking or delivery of our services to our clients
 - Develops systems to track and measure attraction and retention of business
 - Supports, as needed, the rennie leadership team in securing new business from proposal to signed agreement
 - Continually looks out to the market within and outside of real estate to find new and innovative ways to influence product, marketing and sales to elevate rennie as a leader in our industry
- Project and people leadership:
 - Brings big idea and strategic thinking to defining the product offering, positioning of the project in the market and overall sales and marketing approach in bringing the project to market
 - Continually looks beyond the day to day at 10,000 ft level to ensure the teams are managing risk and opportunity in the projects to ensure success
 - Ensures the rennie team, at all stages of the project, has a clear sales and marketing plan documented, agreed and are executing on it as agreed with the client
 - Attends regularly scheduled project meetings to ensure that the team is tracking on the delivery of sales and marketing plans and that the clients' expectations/needs are being achieved or overachieved
 - Acts as the senior rennie representative, as required by the project, when publicly addressing audiences in launching on new projects in the market
 - Provides mentorship and support as needed to the Developer Services team to sustain and elevate the rennie brand in delivering our services to our clients
 - Acts as indirect leader to Marketing Managers and Sales Directors
 - Leverages current rennie systems and processes and assists, as needed, to embed these into the delivery of our services and provide feedback as needed to assist in innovating and improving the rennie way
- Performs other related duties as assigned by the Leadership

Leadership Responsibilities

- Directly leads a team and is responsible for interviewing, hiring, and training employees; planning, assigning, and directing work to collaboratively achieve the team's objectives; career coaching and developing; appraising and managing performance; recognizing and rewarding employees; creating a respectful workplace
- Manages in accordance with rennie's programs and policies to create a thriving and engaging workplace
- Is an ambassador for rennie's values and culture

- Develops and oversees a budget in line with Rennie's financial goals

Education and Experience

- Bachelor's degree (B.A.) in business or equivalent in related field
- 15+ years' experience in sales and marketing of new homes with
- 5-10 years' experience in managing and leading teams
- Licensed under the Real Estate Services Act of BC

Desired Knowledge, Skills and Abilities

- Strong knowledge of local real estate market
- Collaborative, creative, flexible, and innovative team player with an ability to work effectively with peers, senior leaders, and key stakeholders
- Exceptional communication and presentation skills, always maintains composure and an action-oriented attitude
- Excellent problem-solving, and analytical skills with good judgment to make timely and sound decisions
- Strong administrative and organizational skills with the ability to manage priorities and workflow
- Demonstrated proficiency in supervising and motivating team members
- Proven leadership and business acumen skills with superb strategic mindset and ability to build and execute complex plans
- Outstanding focus on client service and passionate business developer
- Strong research and analytical skills
- Collaborative team player with ability to work effectively all stakeholders to strategize, plan, coordinate marketing solutions and capabilities and enhance the organizations abilities to achieve objectives
- Proficiency in Microsoft Office Suite, Google Suite, and Salesforce

Working Conditions/Physical Demands

- Located in our Victoria office, this role is primarily office based with some flexibility to work remotely
- Ability to travel within Canada & the US is required
- Vehicle or reliable transportation required

Salary Information

The typical base salary for this specific position is from \$185,000 to \$205,000. The salary offered is based on a number of relevant business and candidate factors including education, job-related knowledge, skills, experience, and organizational needs. We also have a performance based bonus program that supports our employees by recognizing exceptional individual performance and company success.

How to Apply: Are you interested in working for an industry leader alongside an amazing team?
Please apply here: <https://bit.ly/3Y55egi>

We thank all candidates for their interest, however, only select individuals will be contacted.

I can't be me unless I let you be you. - Bob Rennie

At rennie, we understand that experience comes in many forms. We don't just accept differences, we celebrate them. We're proud to hire from a variety of backgrounds and are dedicated to adding new perspectives to our team.

For more information, please visit: <https://rennie.com/about>
