



REAL ESTATE DEVELOPMENT – FEASIBILITY AND ENGAGEMENT FULL TIME

Our Real Estate Development Associate is an integral member of the housing development team who assesses the development potential of properties for affordable homeownership, and works directly with community partners and their stakeholders in community-led housing initiatives. This position researches feasibility of properties for development, applies for private and public funding for projects, designs and facilitates community engagement processes in partnership with project architects, and advocates to create supportive conditions and resources for affordable homeownership.

ABOUT HOMESTEAD

Homestead Community Land Trust creates stability, equity and opportunity by developing land and housing in trust, giving lower-income households the opportunity to own a home that is affordable to them and remains affordable to future owners. Our work is expanding an equitable economy for housing to help repair the harms of housing discrimination and protect vulnerable communities from displacement.

We are a classic community land trust, following the model created by Civil Rights era leaders to prevent displacement and allow people to build wealth through ownership. We build new homes, we fundraise to reduce the price of homes to what is affordable to a lower-income household, and we keep homes affordable permanently through agreements with our homeowners and post-purchase support.

Working within the framework of a Just Transition to a New Economy, our approach is shifting economic control of land to community, democratizing wealth through residential ownership in a member-governed CLT; advancing ecological sustainability in housing development and rehabilitation and fostering racial justice and social equity by putting homeownership within reach of people shut out of ownership by the legacy of discrimination.

Homestead Community Land Trust is an equal-opportunity employer with a multicultural, diverse staff. We are committed to ongoing and continuous growth in our awareness of the ways bias and privilege affect our work together, and how we can create a workplace culture that welcomes and values all people. We seek to recruit, retain and support people whose diverse backgrounds form a strong, collaborative team.

DUTIES, RESPONSIBILITIES AND AUTHORITY

Feasibility and Concept Development (70%)

- Develops site capacity assessments for homeownership development on prospective properties for Homestead and community partners
- Evaluates zoning and development codes on the front end and flags potential acquisition issues.
- Researches and develops information for project concept development.
- Provides research and due diligence on funding sources.
- Takes lead in developing funding applications for public subsidy.
- Works with resource staff on fundraising for private capital funding as necessary.

- Provides support and guidance to housing development teams on constructability issues.
- Works with housing development project leads to manage the design development process.

Partnerships and Advocacy (30%)

- Designs, organizes and leads community and stakeholder processes (charrettes, interactive meetings) to support community partners and clarify community priorities and visions for homeownership in their neighborhoods.
- Works with Executive Director and housing development team on advocacy efforts to create supportive environments and resources for affordable homeownership development (City, County, State).

Position reports to the Director of Real Estate Development.

Works to support Homestead's mission with other duties as needed.

Homestead is working onsite with some work-from-home days. The Real Estate Development Association will live within commuting distance to the office in the International District and service locations in King County.

.REQUIRED QUALIFICATIONS

- Bachelor's degree in Architecture or Civil Engineering, or equivalent 4 years' experience.
- Work experience in affordable housing development, homeownership development preferred
- Knowledge of relevant county and municipal zoning and codes in both King and Pierce counties
- Knowledge of or certification in greenbuilding materials and methods
- Ability to read architectural plans and specifications
- Ability to design, plan and manage large-group community engagement events
- Effective project and time management skills
- Proficiency with Microsoft Word, Excel and Outlook
- Ability to work quickly to meet deadlines
- Attention to detail, highly organized
- Experience working with diverse populations; cultural competence
- Passion for equitable, affordable homeownership, community development and social justice
- Valid Washington State Driver License and ability to drive to locations other than office as needed

SALARY AND BENEFITS

Full time, Exempt position

The starting salary for this position is \$80,000. Compensation also includes health insurance, paid sick leave and vacation, professional development, ORCA (transit) card, 403b savings plan.

EMPLOYMENT POLICY

As an equal opportunity employer, Homestead Community Land Trust does not discriminate on the basis of age, race, creed, gender, gender identity, marital status, veteran's status, national origin, disability or sexual orientation.

APPLICATION REQUIREMENTS

To apply for the position please provide to jobs@homesteadclt.org:

- Current resume or curriculum vitae
- Cover letter that includes a detailed description of your skills and experience to carry out the responsibilities described above and a statement of why this organization's mission fits your career path
- Two references

Skills testing involved in the interview process.