

1. Position No. 80055	2. Descriptive Working Title ASSOCIATE VICE PRESIDENT, DEVELOPMENT STRATEGIES		3. Present Classification Excluded Management
4. Branch DEVELOPMENT AND ASSET STRATEGIES	5. Department Development Strategies	6. Work Location Telework Eligible	Date April 2014 Revised February 2022
7. Position No. of Supervisor 63027	8. Descriptive Work Title of Supervisor VICE PRESIDENT - DEVELOPMENT AND ASSET STRATEGIES		9. Classification of Supervisor Executive

POSITION SUMMARY

Reporting to the Vice President, Development and Asset Strategies, the Associate Vice President, Development Strategies leads the planning, design and delivery of complex and diverse social housing development projects across the Province. He/she/they promotes the housing program with housing organizations/representatives and the three levels of government and manages the review and recommendation of funding allocations. The Associate Vice President provides leadership in the review and evaluation of project sites and development plans, coordinates submissions for approval by the Executive Committee, leads due diligence reviews to ensure risks are identified and BC Housing’s interests are protected throughout the design and development process, and ensures the finalization of projects in accordance with project goals, budgets and timelines. The incumbent participates with the Vice-President in the development of business opportunities through the promotion of BC Housing’s programs and services.

MAJOR RESPONSIBILITIES

1. Promotes BC Housing’s role in the creation of affordable housing to sponsor groups, housing support agencies, community organizations, housing industry representatives, and federal, provincial and municipal government officials across the Province, and encourages and facilitates the submission of project proposals in support of the Regional Development teams.
2. Provides leadership in program implementation through the review and evaluation of proposed project sites, designs, construction specifications, cost estimates, development schedules and management plans and co-ordinates the submission of project recommendations to the Executive Committee for approval.
3. In partnership with non-profit societies, and on behalf of the Provincial Rental Housing Corporation (PRHC), leads sensitive and complex negotiations with landowners and other stakeholders for the purchase/lease of land and the securing of government approvals for rezoning and subdivision.
4. Provides leadership to the Directors Regional Development in the resolution of the more complex and controversial issues throughout the design and development process and ensures the successful construction of housing developments in accordance with project goals, timelines and budgets.
5. Manages due diligence reviews to ensure risks are identified and BC Housing’s interests are protected; provides assessment of issues and recommendations to the Executive Committee and PRHC.

6. Participates with the Vice President in the development of business opportunities; identifies potential clients, fosters working relationships with government ministries, Health Authorities, social housing partners, industry representatives and other stakeholders, and promotes BC Housing's programs and services.
7. Attends various technical forums and seminars to maintain a good knowledge of current industry practice and building code requirements.
8. Supervises the work of staff in accomplishing the business activities of the program area. Creates a supportive and progressive environment, coaches, trains and ensures staff are provided with information necessary to perform their assigned duties. Completes performance evaluations, addresses performance issues, and takes disciplinary action, which may include suspension and the recommendation for termination. Plays a key role in recruitment activities, including hiring, promotion and demotion decisions, and recommends compensation activities of staff. Resolves grievances up to the second stage of the process. May contribute and participate on the negotiating committee as a management representative. Manages resources required to fulfill operational requirements, develops staffing plan, and recommends staffing levels to accomplish goals.
9. Performs other related duties that do not affect the nature of the job, including conducting special studies, making presentations and participating in task force, project teams and committee work.

ORGANIZATION

The Associate Vice President, Development Strategies reports to the Vice President, Development and Asset Strategies.

The Associate Vice President, Development Strategies supervises a team of staff, including excluded and bargaining unit employees.

QUALIFICATIONS

Education, Experience and Occupational Certification

Bachelor's degree in land use planning, real estate development, business administration or related field.

Extensive project management experience in developing multi-unit residential housing in the non-profit sector and private market.

Or an equivalent combination of education, training and experience acceptable to the Employer.

Knowledge, Skills and Abilities

Core Competencies

- Personal Effectiveness
- Communication
- Results Oriented
- Teamwork
- Service Oriented.

Leadership Competencies:

- Alignment & Results
- Relationship Building/Management
- Team Development

Extensive knowledge and understanding of affordable housing program implementation, project planning, development and construction of multi-unit residential housing, and of the philosophies, practices, models and frameworks associated with project management

Ability to learn and understand BC Housing's mandate, programs and policies in delivering social housing programs throughout the province

Ability to lead the planning, design and delivery of multiple diverse social housing development projects for a large and highly complex region of the province

Ability to establish a high level of rapport with senior management, Executive, governments, social housing partners and other relevant stakeholders and funding partners

Ability to utilize judgment in presenting issues, and provide leadership, direction and influence in facilitating appropriate courses of action

Ability to lead, coach and motivate staff in a team environment

Ability to analyze and solve issues and make effective decisions.

Effective consultative, facilitation, consensus building, problem solving, conflict resolution and negotiation skills

Effective leadership, communication, presentation and interpersonal skills

Criminal record check is required.