



Director of Development

Ironclad Developments, recognized as one of Canada's Best Managed Companies, specializes in designing and constructing modern multi-family apartment communities across Canada. We are committed to trust, integrity, and excellence in every project, while fostering a culture of collaboration, innovation, and professional growth. Our team members are empowered to take initiative and shape their own success.

We are seeking a Director of Development to lead planning and entitlement services for multi-family and mixed-use projects across Canada. This role oversees rezonings, permits, due diligence, consultant coordination, and municipal approvals, guiding projects from acquisition through construction while ensuring regulatory compliance and adherence to timelines and budgets.

Key Responsibilities:

Leadership & Strategy

- Lead and supervise the in-house planning team supporting land acquisition and development initiatives across multiple jurisdictions.
- Develop and implement internal protocols to streamline development approvals and entitlements.
- Monitor emerging trends in provincial and municipal legislation and advise leadership on strategic implications.

Planning & Entitlements

- Prepare and present applications for development permits, rezonings, variances, subdivisions, and community/neighbourhood plan amendments.
- Conduct public engagement programs and represent projects at public hearings.
- Analyze planning policies, zoning regulations, development guidelines, site characteristics, and political climate to assess achievable density and project feasibility.
- Prepare comprehensive summaries of zoning requirements to inform design and acquisition decisions.
- Review architectural drawings to ensure compliance with bylaws and applicable design standards.

Due Diligence & Risk Management

- Coordinate due diligence studies for conditional land acquisitions, including title searches, environmental assessments, surveys, and engineering reports.
- Provide clear risk assessments to support go/no-go acquisition decisions.
- Research and maintain projected costs for application fees, development charges, servicing requirements, landscaping obligations, and performance bonds.



Consultant & Municipal Coordination

- Engage and oversee external consultants and contractors, including preparing RFPs, evaluating submissions, recommending providers, and reviewing deliverables and invoices.
- Liaise regularly with municipal officials to monitor approval timelines and inform construction scheduling.
- Work with legal counsel and negotiate servicing, subdivision, and development agreements.
- Liaise with municipalities to expedite building permits and secure release of performance bonds and security deposits.

Project Support

- Provide ongoing advisory support to design, construction, and finance teams following development approval.
- Interpret planning regulations and advise on whether proposed design changes require permit amendments.
- Prepare and submit development permit amendment applications as required.
- Address property maintenance or tenant-related issues on sites prior to construction start.
- Assist with market research, housing grant applications, and tax rebate opportunities

Skills & Qualifications

- University degree in Planning from a program accredited by the Professional Standards Board for the Planning Profession in Canada.
- Registered Professional Planner (RPP) designation preferred; candidates working toward RPP will be supported in completion.
- Minimum two (2) years of directly related experience in development or planning; experience in related sectors (construction, building technology, real estate, housing) will be considered.
- Supervisory or mentorship experience is an asset.
- Highly analytical, detail-oriented, and solutions-focused.
- Advanced proficiency in Microsoft Office (Excel, Word, PowerPoint); experience with design software (e.g., CAD, SketchUp) is an asset.
- Strong organizational skills with the ability to prioritize and manage multiple deadlines.
- Ability to work independently and perform with a high level of accuracy.
- Excellent interpersonal skills and the ability to build lasting professional relationships.

At Ironclad, our people are our greatest asset. We offer a comprehensive Total Rewards package designed to support well-being, financial security, and career development. This includes competitive compensation, RRSP/DPSP matching, performance-based bonuses, company-wide profit reward contributions, mentorship, ongoing learning opportunities, and a flexible, people-first environment that promotes balance and long-term growth.

Ironclad Developments is an equal opportunity employer committed to diversity and inclusion.

Learn more about our vision and apply at:

www.ironcladdevelopments.ca/careers



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