

Job Posting: Director of Construction and Development

Location: Flint, MI

Reports To: Executive Director

Position Type: Full-Time, Exempt

Salary Range: Competitive; Commensurate with experience

Application Deadline: Open until filled

Why Join Us?

This is a unique opportunity to lead high-impact development work in one of the nation's most innovative land bank organizations. You will play a central role in transforming vacant properties into quality housing, while also shaping the systems and infrastructure that support long-term community revitalization in Flint.

Position Summary

The Director of Construction and Development is a senior leadership role responsible for overseeing the planning, execution, and performance of all construction, rehabilitation, and development activities at the Genesee County Land Bank Authority. This position ensures that projects are delivered on time, within budget, and in alignment with the organization's mission to stabilize neighborhoods and expand access to safe, affordable housing.

The Director leads a multidisciplinary portfolio that includes residential rehabilitation through the Future Flint Homes program, contractor and procurement oversight, construction budgeting and financial management, and the strategic deployment of public and philanthropic funding. In addition, this role oversees staff responsible for land bank facilities, fleet, and equipment—ensuring effective asset management, operational efficiency, and long-term stewardship of organizational resources.

This position plays a critical role in aligning construction execution with organizational strategy, funding compliance, and community impact.

Essential Functions

Construction & Development Leadership

- Lead all construction and rehabilitation activities, including project planning, scheduling, budgeting, and execution.
 - Oversee the Future Flint Homes program and other development initiatives from pre-development through sale or disposition.
 - Supervise construction staff and consultants, including Construction Project Managers and contractors.
 - Establish and enforce construction standards, scopes of work, and quality control processes.
 - Monitor project timelines, costs, and performance metrics to ensure successful delivery.
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Financial Management & Funding Compliance

- Oversee financial management of construction and development activities, including budgeting, cost tracking, and forecasting.
 - Administer public and private funding sources (including MSHDA, HUD, and philanthropic capital), ensuring compliance and timely reporting.
 - Manage draw processes, reimbursements, and audit-ready documentation.
 - Collaborate on development proformas and project-level financial analysis to guide decision-making.
 - Support grant writing and funding strategy in partnership with executive leadership.
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Procurement & Contractor Oversight

- Direct procurement processes for construction services, materials, and professional services.
 - Develop and manage RFPs, bid evaluations, and contract execution.
 - Maintain strong relationships with contractors, vendors, and development partners.
 - Ensure compliance with public procurement standards and funding requirements.
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Facilities, Fleet & Equipment Oversight

- Supervise staff responsible for the management of all land bank facilities, fleet, and organizational equipment.
- Establish systems for maintenance, inventory tracking, lifecycle planning, and replacement.

- Ensure facilities are safe, functional, and aligned with operational needs.
 - Oversee internal processes for work orders, space utilization, and equipment deployment.
 - Coordinate with internal teams and external vendors to maintain operational continuity.
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Strategic Leadership & Collaboration

- Serve as a key member of the leadership team, contributing to organizational strategy and cross-departmental coordination.
 - Align construction and development activities with broader land bank goals, including blight elimination and neighborhood stabilization.
 - Build and maintain relationships with public agencies, funders, and community stakeholders.
 - Identify opportunities to scale impact through new development strategies and funding sources.
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Supervisory Responsibilities

Department

Work environment

- Will work in a variety of environments and weather with exposure to dust, fumes, and chemicals in both indoor and outdoor construction and carpentry. In addition to the office environment.

Physical demands

- Prolonged sitting, standing, bending, stooping, and reaching periods.
- Must have a full range of physical motion as required to operate manual and electric power tools properly.
- Must have the balance necessary to traverse and work on scaffolding and roofs.
- Must be able to regularly lift and carry 50 pounds occasionally.

Travel required

75%

Required education and experience

- 5–10 years of progressively responsible experience in construction management, real estate development, or housing development.
 - Demonstrated experience managing construction projects, budgets, and teams.
 - Familiarity with publicly funded development programs (e.g., MSHDA, HUD, CDBG, HOME).
 - Strong financial acumen, including budgeting, cost control, and development proformas.
 - Experience with procurement processes and contractor management.
 - Ability to oversee complex operations, including facilities and asset management.
 - Excellent leadership, organizational, and problem-solving skills.
 - Strong written and verbal communication skills.
 - Experience with project management or CRM systems (e.g., FileMaker) preferred.
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Other duties

Please note that this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time, with or without notice

Additional eligibility requirements

- N/A

Work authorization/security clearance requirements

- N/A

Affirmative Action/EEO Statement

The Genesee County Land Bank provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to religion, race, color, national origin, sex, disability, age, marital status, height, weight, arrest record, genetic information, and familial status, sexual orientation, gender identity, gender expression, natural hair or any other protected status. In addition to federal law requirements, Genesee County Land Bank complies with applicable state and local laws, terms, and conditions of employment, including recruiting, hiring, placement,

promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

We are proud to be an equal opportunity employer and strongly encourage applications from people of color, LGBTQ+ individuals, people with disabilities, and those with lived experience in the communities we serve.

To Apply

Please submit a resume and a cover letter outlining your interest and qualifications
hr@thelandbank.org