



## JOB DESCRIPTION/POSTING

**JOB TITLE:** EXECUTIVE VICE PRESIDENT, MID-ATLANTIC REGION

**DIVISION:** Development – Mid-Atlantic Region

**REPORTS TO:** Chief Development Officer

**DIRECT REPORTS:** 2-3 (estimated)

**LOCATION:** Mid-Atlantic (In-Office)

**COMPANY OVERVIEW:** VanTrust Real Estate, LLC ([www.vantrustre.com](http://www.vantrustre.com)) is a full-service real estate development company. The company acquires and develops real estate assets for the Van Tuyl family portfolio and offers a broad range of real estate services including acquisition, disposition, development, development services, and asset management. Product types include office, industrial, multifamily, retail, institutional, governmental, hospitality, and recreational. VanTrust works nationally with regional offices in Columbus, Dallas, Jacksonville, Phoenix, and Salt Lake City, with its headquarters in Kansas City, Missouri.

**POSITION OVERVIEW:** The Executive Vice President, Mid-Atlantic Region is responsible for leading all phases of the commercial real estate development process across the Mid-Atlantic geography (e.g. Pennsylvania, New Jersey, New York, Maryland, Delaware, Virginia, and Washington, D.C., as applicable). This role provides strategic, financial, and operational leadership for new development and redevelopment initiatives, including build-to-suit and speculative projects.

The EVP will oversee the identification, underwriting, execution, and successful delivery of development opportunities across multiple asset classes, including **multifamily, industrial, office, and land development**. The role requires deep market knowledge, strong municipal and broker relationships, and the ability to manage complex, multi-jurisdictional entitlement and development processes.

The EVP will work in close partnership with internal **Development Services (construction management)** and **Asset Enhancement (asset management)** teams and will collaborate extensively with legal, marketing, accounting, acquisitions, dispositions, and executive leadership. This individual is expected to act as a senior leader and ambassador for the company in the Mid-Atlantic region.

### **ESSENTIAL JOB RESPONSIBILITIES:**

- Market Analysis & Pre-Development
  - Market Leadership: Establish and execute the regional development strategy aligned with the company's overall investment and growth objectives. Identify priority markets, submarkets, and product types within the Mid-Atlantic region.
  - Market Analysis: Evaluate market fundamentals, demographic trends, supply/demand dynamics, and competitive landscapes to identify and recommend viable development opportunities.
  - Financial Modeling: Lead the development of detailed financial models for prospective projects, including assumptions related to costs, revenues, timing, financing, and risk.

- Ensure underwriting reflects realistic market conditions and aligns with company return thresholds.
- Due Diligence: Oversee all aspects of project due diligence – including zoning, environmental, title, utilities, infrastructure, and legal matters – to support entitlements, financing, and investment decisions. Coordinate effectively with internal teams and third-party consultants.
- Development Execution
  - Design Management: Work with Development Services (construction management) teams to procure and manage multidisciplinary design teams from concept through construction closeout.
  - Entitlements: Lead entitlement strategies and execution, including zoning, land use approvals, site plan approvals, and public hearings. Interface with municipalities, planning staff, elected officials, and community stakeholders to achieve successful outcomes.
  - Permitting: Ensure timely and efficient procurement of all permits and approvals necessary to commence and complete construction.
- Financing/Project Approval
  - Facilitate the creation of financing/approval packages for projects to present to our internal team.
- Construction
  - Work with Development Services to oversee the schedule, budgets, quality control, and delivery. Ensure projects are delivered on time, on budget, and in accordance with underwriting assumptions and brand standards.
  - Provide high-quality leadership and communication to all project stakeholders, including lenders, tenants, buyers, public agencies, and internal teams.
- Leasing
  - Maintain overall responsibility for the successful leasing of development projects. Ensure that buildings are leased efficiently, effectively, and in alignment with approved business plans and underwriting assumptions.
  - Work with internal Asset Enhancement and Disposition teams to ensure alignment between leasing execution, operational considerations, and long-term asset performance.
  - Monitor leasing progress, absorption, and market feedback, and communicate performance updates to senior leadership. Proactively identify risks and recommend adjustments to maximize lease-up velocity and value creation.
- Outreach
  - Establish and maintain strong relationships with brokers, landowners, and industry professionals across all product types.
  - Act as senior representative of the company with municipalities, civic leaders, and community organizations.
  - Represent the company through networking, industry events, conferences, and professional organizations. Participate in civic and philanthropic activities that enhance the firm's regional profile and reputation.
- Team Leadership and Management
  - Lead, mentor, and manage development professionals and cross-functional teams, including the oversight of third-party consultants, brokers, and service providers.
- Establish Office
  - Identify, secure, and design space for this new Mid-Atlantic office in a suitable location. Recruit, hire, and train direct reports.

## **KNOWLEDGE, EXPERIENCE, AND SKILLS:**

- Bachelor's degree in business, finance, real estate, construction, or a related discipline is required; advanced degree preferred.
- 15+ years of progressive experience in commercial real estate development, with demonstrated responsibility for leading complex projects.
- Proven executive-level experience overseeing the full development lifecycle, including site acquisition, underwriting, entitlements, construction, leasing, and disposition.
- Deep understanding of commercial real estate markets, with the ability to assess risk, evaluate opportunities, and make sound investment decisions across multiple product types.
- Demonstrated success leading, mentoring, and managing development professionals and cross-functional teams, including the oversight of third-party consultants, brokers, and service providers.
- Established professional relationships with brokerage firms, capital partners, municipal officials, and industry stakeholders across relevant markets.
- Strong executive presence with the ability to represent the company effectively with internal leadership, public agencies, and community stakeholders.
- Exceptional financial acumen, including advanced proficiency in development, underwriting, financial modeling, and sensitivity analysis.
- Outstanding negotiation, presentation, and communication skills, with the ability to influence outcomes and build consensus at senior levels.
- Ability to exercise independent judgment, manage competing priorities, and make high-quality decisions in fast-paced, high-stakes environments.
- Highly organized with strong attention to detail, while maintaining the ability to operate with a strategic-level perspective.
- Proven problem-solving skills, including the ability to anticipate risks, develop creative solutions, and drive projects forward through complexity.
- Results-oriented, proactive, and resourceful leader with a strong sense of ownership and accountability.
- Proficiency with Microsoft Office and related productivity tools; experience with real estate financial modeling and project management software preferred.
- Ability to work effectively in a collaborative, team-oriented environment while maintaining executive-level accountability and decisiveness.
- Professional demeanor and appearance consistent with senior leadership role and frequent external engagement.

## **BENEFITS OF JOINING THE VANTRUST TEAM:**

- Competitive compensation.
- Collective Success model.
- Comprehensive medical, dental, and vision benefits.
- Employer sponsored short- and long-term disability, Life, and ADD insurance.
- 401k with employer match.
- Paid parental leave and professional development.
- Paid time off benefits: Vacation, Sick, Holidays.