

# Leaders

INTERNATIONAL

---

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



OPPORTUNITY PROFILE CHIEF PARTNERSHIPS AND BUSINESS DEVELOPMENT OFFICER

LOCATION: VANCOUVER, BC/ REMOTE HYBRID

PURPOSE  
DRI>EN  
DEVELOPMENT

the right people

## PURPOSE DRIVEN DEVELOPMENT

# CHIEF PARTNERSHIPS AND BUSINESS DEVELOPMENT OFFICER

### CONTENTS

THE ORGANIZATION	PURPOSE DRIVEN DEVELOPMENT	1
THE OPPORTUNITY	CHIEF PARTNERSHIPS AND BUSINESS DEVELOPMENT OFFICER	2
	Organizational Structure	3
THE PERSON		4
	Knowledge, Skills, and Abilities	4
	Required Qualifications	5
	Competencies and Personal Characteristics	5
COMPENSATION		6
CONTACT		6





## THE ORGANIZATION

## PURPOSE DRIVEN DEVELOPMENT

Purpose Driven Development is a visionary city and community builder with a depth of real estate development experience spanning the private, public, non-profit sectors and First Nations. PDD is a leading expert in delivering successful mixed-use, mixed-income developments to create communities where we can all live within inclusive prosperity. PDD delivers development projects with ease and transparency by simplifying complexity, reducing risk, and unlocking potential.

PDD's commitment is evident in the delivery of innovative mixed-income and affordable housing projects. PDD leverages extensive experience working collaboratively with developers, governments, First Nations, institutions and churches/institutions, and non-profits. The core of PDD's approach lies in a unique triple-bottom line perspective, ensuring our projects deliver on social equity, environmental sustainability, while deeply grounded in financial viability. PDD is a small, focused team delivering large, complex, and high-profile projects—an uncommon combination that continues to attract attention across the sector. The firm's ability to operate with agility while shaping landmark developments is one of its greatest strengths.

As a development management firm, PDD acts as a partner, unlocking the full potential of land, guided by PDD's expertise and with the client's values and priorities at the forefront. From leading interdisciplinary teams through design processes, finance and budget management, municipal approvals, through to construction completion, PDD manages risk at every stage and executes with precision and purpose. PDD's proactive approach to financial management of all aspects of projects ensures financial viability at every turn, while the approach to development management guarantees transparency and accountability.

PDD is an organization committed to achieving exceptional results while fostering an exceptional company



and team culture, based on trust, collaboration, and accountability. All organizational leaders are involved in coaching team members, developing emerging leaders, and managing internal communications dynamics. Together, PDD creates a powerful alliance that consistently drives success and delivers outstanding outcomes.

PDD's group of Strategic Financing Advisors provides invaluable insights that enhance project delivery with both strategic foresight and financial expertise. PDD builds trusted relationships with a diverse range of private and institutional lenders, as well as government funders, ensuring PDD can secure the necessary financing at every stage of project execution.

PDD's purpose is to unlock and deliver real estate development potential for long-term community prosperity through a purpose-driven approach grounded in financial viability but driven by social equity and environmental sustainability – while allowing community ownership to be maintained.

## **Mission and Vision**

**Belief:** Real estate development, when done well, is one of the most *powerful tools to transform the way we live, work and play* to create *inclusive prosperity* and communities where we all can thrive for generations.

**Vision:** Delivering development to create communities where we all can thrive.

PDD are experts in delivering development to create communities with inclusive prosperity.

**Mission:** As collaborative partners with First Nations, Non-Profits, Governments, Institutions and Investors/Developers who own land, PDD are experts in delivering successful development projects. PDD's focus lies in their triple-bottom line approach where they deliver on social and environmental sustainability, while ensuring long-term financial sustainability and inclusive prosperity in our communities.

To learn more, please visit Purpose Driven Development's [website](#).





## THE OPPORTUNITY      CHIEF PARTNERSHIPS & BUSINESS DEVELOPMENT OFFICER

The Chief Partnerships and Business Development Officer is PDD's strategic driver of growth, scale, and new market entry. This executive leadership role is responsible for expanding and deepening PDD's presence in BC and Western Canada, especially with core client groups; non-profits, First Nations, faith-based organizations, and institutional landowners. It also carries a mandate to expand PDD's service offering into private sector project delivery where alignment with our mission and expertise exists, and institutions such as healthcare and education with a focus on workforce housing. The Chief Partnerships and Business Development Officer will be an ambassador and key representative, tasked to lead PDD's growth strategy, business development systems, partnership building, and regional market expansion. The Chief Partnerships and Business Development Officer reports directly to the CEO and works closely with the C-suite to align vision with execution to ensure the continued high performance of the project delivery team, ensuring excellence as PDD scales and grows. The Chief Partnerships and Business Development Officer is key to fostering and maintaining a culture of trust, collaboration, and accountability through coaching team members, developing emerging leaders, and managing internal communications dynamics. This role is central to PDD's evolution and offers an opportunity to contribute meaningfully to a maturing leadership structure as the company enters its next stage of development. This opportunity will resonate with senior professionals who are ready to bring their experience to an organization that prioritizes purpose, community outcomes, and innovative approaches to development.

### Key Responsibilities

#### Regional Growth Strategy & Market Expansion

- Develop & Lead a focused strategy to expand and strengthen PDD's market share in BC and Western Canada
- Deepen relationships with First Nations, non-profits, faith-based groups, and institutional clients for workforce housing opportunities and beyond, while positioning PDD to serve aligned private sector partners
- Leverage existing relationships and new opportunities to expand affordable housing delivery and innovative financing models and diversify funder and lenders in the space that PDD works in



- Develop a long-term roadmap for national expansion, informed by market analysis and organizational readiness
- Collaborate with the CEO, C suite team and Advisory Board on business planning, resource forecasting, and performance alignment

### **Business Development & Strategic Partnerships**

- Support and lead firm-wide business development strategy, including pipeline building, RFP/RFQ response, and revenue generation
- Structure and negotiate high-value partnerships with aligned developers, faith based organization, nonprofits, institutions, public agencies, Indigenous organizations, and funders
- Build lasting relationships with aligned clients, partners, and lenders to support the successful growth of PDD
- Represent PDD as an ambassador at events, speaking engagements, and industry forums to elevate market visibility and trust
- Lead and mentor team members engaged in partnership development, proposals, and external engagement including working closely with the Manager of Strategic Projects & operations

### **Project Strategy & Construction Insight**

- Collaborate with the CEO and Manager of Strategic Projects on early-stage project strategy (visioning, feasibility, and master planning)
- Guide and support project execution, providing construction and delivery insight to reduce risk and maximize value
- Work with the C Suite and Senior Management team to ensure high performance, accountability, and alignment with growth targets
- Support clients navigating multi-stakeholder environments with political, regulatory, and funding complexity



## THE PERSON

The ideal candidate will possess the following qualifications and experience:

- 20+ years of executive-level experience in real estate development, construction, consulting, or business growth leadership with strong financial acumen and financial expertise
- Proven success in growing and scaling businesses, especially in service-based or consultancy models
- Deep experience in development and construction, including project lifecycle management, financing, entitlement, and risk mitigation
- Strong network across non-profit, Indigenous, faith-based, institutional, and private sector clients
- Expert negotiator and communicator, with deep comfort in high-stakes stakeholder engagement
- Track record of securing funding and structuring innovative financing models for affordable and mixed-income housing along with a strong network with public, private, and institutional lenders
- Brings a desire to move beyond traditional development work and contribute to a values-aligned, impact-driven environment; motivated by meaningful community outcomes
- Bonus: experience with Indigenous economic development, public sector collaboration, or succession-track executive roles





## Competencies and Personal Characteristics

**Leadership** – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

**Accountable** – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

**Strategic** – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

**Integrity and Honesty** – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

**Influential and Collaborative** – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

**Creativity and Innovation** – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

**Effective Working Relationships** – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

**Communication** – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

**People Development** – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

**Stakeholder Focused** – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps stakeholder interests in the forefront.





## COMPENSATION

A competitive compensation package will be provided including an attractive base salary of above \$160,000, plus bonus, profit sharing, and excellent benefits. There is an opportunity to grow with the company and over time, participate as a partner/owner. Further details will be discussed in a personal interview.

## FOR INFORMATION PLEASE CONTACT:

Shadyar Shirmast, Leo McPeak, or Greg Longster

LEADERS INTERNATIONAL EXECUTIVE SEARCH

#880—609 Granville Street

Vancouver, BC V7Y 1G5

Phone: (604) 688-8422

Email: [connect@leadersinternational.com](mailto:connect@leadersinternational.com)

**Leaders**  
INTERNATIONAL  
Executive Search