



**Community Land Trust Real Estate Development Director
Tierra Colectiva Community Land Trust, part of GES Coalition Inc.**



Organizational Overview

Tierra Colectiva Community Land Trust is a nonprofit community land trust (CLT) founded and directed by neighbors living in the Globeville Elyria Swansea neighborhoods and supported by the neighborhood based nonprofit GES Coalition Inc. Our mission is: "The Globeville, Elyria-Swansea Coalition organizes neighbors, builds collective power, and prevents displacement by providing affordable housing in perpetuity. We organize for health and housing justice through collective neighborhood leadership. We protect our historically exploited neighborhoods by developing, preserving, and stewarding community-owned housing, green and commercial spaces. Our organization is community-driven and founded on a shared commitment to economic, racial, and environmental justice."

Job Overview

The CLT Real Estate Development Director manages the real estate portfolio of the GES Coalition, which is currently heavy in pre-development and land acquisition; and then oversight of ongoing projects. Projects range from 1 unit to 60 units with the exception of one large 170 unit development that is under construction (that would not be a project this position would manage). Most projects are small scale homeownership, but some are and may be rental in the future. Commercial and open space property acquisition would be determined as opportunities arise and in coordination with neighborhood membership and the board.

Guiding the real estate development of Tierra Colectiva involves fostering collaborations with developers and overseeing their work in meeting GES community goals. The TCCLT REDev Director reports to the Executive Director of GESCoalition/Tierra Colectiva. This position will realize the goals set forth in the Tierra Colectiva Strategic Plan and to chart the future direction of real estate development of the organization. The TCCLT REDev Director is supported by Communications and Stewardship staff along with the ED of the Coalition/ TCCLT.

This position offers a unique opportunity to support grassroots development of affordable housing that is directed by community organizing, and has a clear mission to prevent displacement. While the position will be working in project management of development, the principles of community organizing always guide the work, and building relationships with community members is required. This position does involve a hunger for community work; and accountability to community-identified priorities is first and foremost.

Duties and Responsibilities include:

1. Build and sustain the partnerships already established with developers and Tierra Colectiva

- Support and develop relationship between Habitat for Humanity Metro by Denver, Brothers Redevelopment, Rocky Mountain Communities, Evergreen and future development partners
- Support finalization of existing contracts/partnership and look for new ways to partner.
- Promote and develop new partnerships with developers, including creation and release of RFPs for development on TCCLT owned land.



- Manage consultants and brokers to exercise real estate, asset management, and other roles.
- Publicly promote the Community Land Trust model as an innovative vehicle for resident control and permanent affordable housing.
- Provide technical assistance and information regarding the community land trust model to developers, lenders, realtors, and partners.

2. Acquire, develop, and steward land

- Support and initiate land acquisition opportunities with the Executive Director
- Administer the acquisition/rehab homeownership development projects
- Support and sustain relationships with lenders, investors, funders and government officials in coordination with the Executive Director.
- Oversee development with partner developers
- Add consultant capacity to TCCLT to support real estate projects as needed
- Assess opportunities to acquire land and homes for the CLT
- Lead pre-development work on new projects and acquisition/rehab projects
- Priority on green and healthy homes on the land; exploring strategies on retrofits and net zero homes
- Support developers in City and permitting processes

3. Direct Community-led planning on development projects

- Work with Partnerships Lead and Land Trust Stewardship colleague and the TC Board Development Committee to do outreach and planning with the GES community and GESC members.
- Contract and hire architecture firms to support the community development work
- Ongoing work with developers to ensure the community's desires and needs are being met through the project, conferring with the community at critical points of the project
- Support of grant proposals for community-led processes for development

4. Transform policies and power

- Throughout the process and experience, give feedback and ideas to improve and create new systems for community-owned affordable housing to increase equity in rezoning, building, permitting practices
- Work with the Executive Director to develop alternative finance models for TCCLT and social housing/community-owned housing models

Ideal skill set

Familiarity with the GES neighborhoods, the conditions facing the neighborhoods, and the land and development opportunities. Ideally Spanish speaking, or comfortable in Spanish-speaking environments; cultural relevancy for the GES neighborhoods including architectural and design aesthetics. Willingness to learn on the go; desire to be part of a dynamic community-led start-up where solutions are collectively created. Ready and able to push for and represent GES resident needs; become a mission steward for the GES Coalition/TCCLT in spaces that may not be comfortable or familiar with GES or GES shared priorities. At least 3 years experience in development, ideally in Denver. Experience is most important in smaller-scale homeownership development to start, and larger projects will grow over time. Must be able



to manage 3-5 projects at a time (smaller scale). Connections within the real estate industry are appreciated. Familiarity with CLTs and with legal arrangements and land leases is highly desired. Training and development would be part of the ongoing position's growth. Real estate brokerage, urban planning, public administration, and building/construction/repair are all good fits of experience and education for this position.

Pay range

The position is full-time, and benefitted with a retirement plan. The range of salary is \$70-85,000 which would grow as the organization grows. We are open to different types of contractual or employment relationships and would accept these proposals along with an application for the position. Please send a cover letter and resume to Nola Miguel at nola@ges-coalition.org by February 15th, 2025.

Contact the GES Coalition with questions about our work or this position at info@ges-coalition.org or call 720-432-1188 and leave us a message.