



## Development Manager

**Department:** Rush Development Company  
**Reports To:** VP of Rush Development  
**FLSA Classification:** Exempt  
**Date:** 2/2025

### Company

The Rush Companies are a diversified real estate organization comprised of six companies that work together to invest in, build and manage apartment communities. Since 1987, we have built communities and relationships that last thanks to our commitment to exceed expectations at every turn. While we have commitment, resourcefulness, integrity, and well-being carved into our cornerstones, our true key to success is our people and the passion we wear on our sleeves.

### Position Details

The primary responsibility of the Development Manager is to manage ground-up development projects from feasibility analysis to lease-up, including underwriting, planning, design, permitting, construction, marketing, leasing, and financing. The position will be responsible for playing a leadership role in all phases of the real estate development process. The Rush Companies currently owns and manages ~2,300 multifamily units with another ~1,000 units in our development pipeline. Our goal is to own and manage 10,000 units in 10 years and the Development Manager will play a key role in helping us achieve our goal.

### Essential Duties & Responsibilities

- Develop pro-formas, financial sensitivity analysis, and budgets for new and prospective multi-family development projects
- Procure, qualify, recommend, and negotiate contracts with architects, engineers, contractors, and other consultants
- Manage bid processes, monitor scope, schedule, and budget for development projects
- Conduct land use and building code analysis, and ensure compliance with codes and laws
- Manage design development and the entitlement process, coordinating with design consultants & AHJs to maintain project schedule and owner's program needs.
- Serve as primary point of contact on assigned projects as owner's representative at meetings with joint venture partners, investors and lenders, attorneys, government agencies, community organizations, contractors, and other parties
- Along with the acquisitions team, help source new development opportunities from sellers and brokers
- Assist in other projects as needed

### Supervisory Responsibilities

- Functional supervision is exercised over general contractors, architects, surveyors, engineers, vendors, and other consultants


### Qualifications

- BS/BA degree in Architecture, Engineering, Real Estate, Construction Management or related field required.
- A minimum of ten years of relevant experience in real estate development, construction management, and/or architecture/engineering, preferably in multi-family development
- 5-7 years of experience in planning, design, permitting, and construction of garden style and mid-rise projects
- Conceptual site planning and design skills utilizing CAD, Blu-Beam or Sketch Up a plus.
- Excellent quantitative and analytical skills
- Superior oral and written skills
- Proficiency in Microsoft Office Suite
- Self-motivated and hard-working
- Strong negotiation skills
- Self-motivated, detail-oriented, able to prioritize, function autonomously, and meet deadlines in a fast-paced challenging environment
- Creative problem solver and strategic thinker
- Able to work both independently and in a team environment

### Compensation & Benefits

- **Compensation:** \$135,000 - \$175,000 (DOE)
- **Benefits:** Medical, Dental, Vision, Life Insurance, FSA, HSA, Employee Discounts, Employee Referral Bonuses, Tuition Reimbursement, 401 (k), 401 (k) matching, Annual Bonus.

### Physical Requirements

The physical demands of this job are consistent with a clerical  position. Must be able to lift up to 25 pounds. Mobility required for job site walks and property inspections.

Our team members at The Rush Companies have a strong reputation for exercising integrity, good judgment and sound business practices in our dealings with clients, consultants, subcontractors and suppliers. We are committed to selecting only those individuals who share in our loyalties while also maintaining our standards of quality and safety.

For more information about The Rush Companies, please visit:

[www.TheRushCompanies.com](http://www.TheRushCompanies.com)

Equal Opportunity & Drug-Free Employer

*Disclaimer: This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job duties and responsibilities.*