



About REV and our Director of Catalytic Development

REV BIRMINGHAM:

REV Birmingham (REV) revitalizes places and energizes business to create vibrancy in the City of Birmingham. REV is an economic development organization that stimulates business growth and improves quality of life in Birmingham's City Center and its Neighborhood Commercial Centers. REV fuels commercial vitality through proactive business recruitment and retention activities, and by encouraging private and public investments that support economic growth citywide. REV's initiatives generate positive results for partners, enhance tax revenue, generate and sustain jobs, increase tourism and positively influence perceptions about the City of Birmingham. REV is a private-public partnership that was formed in 2012 by the strategic merger of Operation New Birmingham and Main Street Birmingham. REV's revitalization work is captured in four divisions or teams:

City Center Revitalization - REV Birmingham partners with the business community and the City of Birmingham to create a vibrant and sustainable central business district in which people live, work and play.

Neighborhood Center Revitalization - REV Birmingham works on the ground in urban commercial districts to organize merchants and spark private-public revitalization partnerships. REV Birmingham utilizes the Main Street Four Point Approach for historic commercial district revitalization.

Business Growth and Innovation - REV Birmingham's Business Growth and Innovation team is committed to helping small business owners define and achieve their goals, moving their plan from concept to reality.

Catalytic Development - REV Birmingham's catalytic development team identifies properties that are holding a community back and revitalizes them. Through real estate development or public space improvements REV works to create environments where the market can thrive. REV has a certified CDE and has applied for an allocation of New Markets Tax Credits to give us a powerful tool to invest in developments and business growth in our target areas.

Director of Catalytic Development:

The Director of Catalytic Development is responsible for managing REV's catalytic development team to fill vacant spaces, create vibrancy and increase commercial occupancy in Birmingham's commercial centers. The Catalytic Development team will undertake redevelopment projects owned and managed by REV; projects realized in partnership with a private developer; property management of REV's real estate portfolio; as well as undertaking improvements in the public realm related to public art, infrastructure development or other concepts that encourage future investment from the public or private sectors.

The Director is responsible for providing detailed and comprehensive analysis of various operational, financial and other performance trends for REV's portfolio of commercial real estate. This position will perform the primary analytical functions on all new catalytic development transactions, as well as analyze the feasibility and risk of projects on which REV is asked to partner. The position will also regularly analyze the financial performance of REV's existing portfolio of properties and work with Catalytic Development team members to ensure sustainability.



Working with REV leadership, the Director will be the primary author of a strong business plan to create a profitable and sustainable catalytic development company. The Director will enhance REV's expansion into new funding opportunities, such as the New Markets Tax Credit program, by cultivating and maintaining relationships with investors, financial institutions, developers and other partners, to leverage more resources for the benefit of REV's Catalytic Development goals. The Director will also work with REV leadership, the Revitalization and the Business Growth teams to identify key properties to target for redevelopment.

CRITICAL ROLES:

1. Productively lead and manage a Catalytic Development team that furthers redevelopment, economic growth and vibrancy in the City of Birmingham;
2. Develop a business plan for a sustainable catalytic development company, organized to acquire property; prepare land or property for redevelopment; redevelop property that achieves revitalization goals; and manage property;
3. Identify and pursue resources consistent with the business plan to grow REV's resource base to achieve Catalytic Development goals;
4. Oversee the design and implementation of catalytic development projects, with responsibility for ensuring they are on time, in budget and profitable to REV when planned as such;
5. Establish and maintain relationships with the commercial real estate community and real estate investors to maximize REV's impact and the resources available for catalytic development;
6. Maintain a working knowledge of financing and incentive programs at the local, state and Federal levels that can be utilized for REV redevelopment projects;
7. Work with Catalytic Development team members to prepare loan applications as needed to fund redevelopment work;
8. Establish and/or maintain analytical tools and processes that assist REV in evaluating a project's financial feasibility and revenue potential;
9. Develop analytical tools and measurements for use in evaluating a project's impact and a return on investment;
10. Working with REV's Revitalization and Business Growth teams, identify and pursue new strategies for impacting the goals of those teams through catalytic development opportunities;
11. Provide timely and accurate reporting data as needed to granting agencies;
12. Record individual contacts, clients and work in Salesforce and/or other applicable software or reports as a means of documenting work completed, assessing effectiveness, and maintaining a current and accurate contact database for REV;
13. Perform other duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES:

1. Solid, working knowledge of real estate development and finance related to commercial development, including financial modeling, feasibility, lending criteria and market demand;
2. Ability to lead and motivate team members in successfully accomplishing the strategic goals set by the organization;
3. Proven ability to meet or exceed performance goals;
4. Ability to communicate effectively, both orally and in writing, using a thorough knowledge of English grammar, spelling, and punctuation rules;



5. Ability to provide concise, thorough and articulate reports and presentations to a variety of audiences in both oral and written form;
6. Effective computer skills (Proficient in Windows and Outlook required; Microsoft Word, PowerPoint and Excel experience preferred; Salesforce preferred); and a willingness to master new programs to enhance REV's effectiveness;
7. Friendly, timely customer service and follow-up;
8. Ability to prioritize responsibilities, delegate tasks and efficiently manage time independently to accomplish a variety of duties, with limited oversight from REV management, while guiding team members to do the same;
9. Skill in developing and maintaining positive working relationships with REV partners and staff to yield results that enhance the delivery of REV's mission;
10. Ability to practice an appropriate level of confidentiality.
11. Ability to influence others to work cooperatively toward REV strategic priorities, big-picture revitalization goals & the common good of the City.

QUALIFICATIONS:

1. Bachelor's degree in Business Administration, Real Estate Development, Finance or similar relevant field of study; post-graduate degree preferred.
2. Ten - fifteen years' experience in positions involving similar job responsibilities required. Experience in non-profit, finance, entrepreneurial or economic development environment desired.
3. Ability to effectively manage people and projects and bring sound decision-making abilities to bear, in order to maximize results.
4. Strategic thinker, skilled problem solver, resourceful and business-minded.
5. Organized and productive, with an ability to plan and execute complex strategies, utilizing good attention to detail.
6. Proven time management and organizational skills;
7. Hard-working with a positive attitude and willingness to accomplish the task at hand.
8. Ability to manage simultaneous tasks or projects while maintaining a team spirit.
9. Ability to effectively work with a variety of people in a professional manner and project a favorable impression of the organization;
10. Proficiency in typical office procedures and routines, and with office equipment;
11. Flexibility to facilitate / participate in meetings and events outside of core business hours (i.e. nights, weekends, etc.).
12. Valid driver's license for traveling between local businesses, organizations and other locations as necessary.

Interested candidates should submit a letter of interest, salary history and resume to mtate@tateassociatesllc.com no later than April 30th.

Note: Only resumes sent to this email address will be considered.

Rev Birmingham is an equal opportunity employer.