



# Chief Development Officer

---



## The Position

With a mission to collaborate with the Knoxville community to create and preserve housing opportunities and strengthen neighborhoods, Knoxville's Community Development Corporation (KCDC) is the housing authority and the redevelopment agency driving change throughout Knoxville.

KCDC is seeking an experienced and visionary Chief Development Officer (CDO) to lead the organization's housing development and neighborhood redevelopment initiatives. From revitalizing residential neighborhoods to catalyzing investment in commercial corridors, this position serves as a strategic and operational leader working in close partnership with the CEO and executive leadership team. KCDC serves as its own development lead and this role will actively guide projects through pre-development, design, and construction—working directly with architects, engineers, and contractors to deliver high-quality developments.

The CDO will provide leadership for KCDC's internally driven real estate development initiatives, guiding complex housing and redevelopment projects from early planning and financing through construction and stabilization. This leader will work closely with public and private partners to assemble sophisticated capital stacks, structure transformative projects, and deliver developments that will shape Knoxville's neighborhoods for generations to come.

This is a unique opportunity for a development leader to apply their expertise in affordable housing finance, redevelopment strategy, and public-private partnerships to projects that create lasting community impact.

The CDO will join a tight-knit executive leadership team that includes a Chief Financial Officer, Chief Housing Officer, and Chief Strategy Officer. Together, this leadership team is shaping the future of Knoxville's communities.



## Priorities

- Build and maintain strong collaborative relationships with the CEO, executive leadership, and staff to support KCDC's mission and long-term success.
- Provide executive leadership for KCDC's housing and redevelopment initiatives, guiding projects from concept through completion while advancing strategic redevelopment opportunities and neighborhood investment.

- Lead the structuring and execution of complex financing strategies and capital stacks to successfully fund and deliver KCDC’s development and redevelopment projects.

- Provide leadership, mentorship, and oversight to the development team while establishing systems that ensure projects are delivered efficiently, on time, and within budget.



- Collaborate across internal teams and external stakeholders to align development efforts, engage the community, and communicate progress to leadership and the Board.

- Drive innovative redevelopment strategies that expand housing opportunities, strengthen neighborhoods, and ensure compliance with all regulatory requirements.

### **Key Responsibilities**

#### *Lead Housing Development and Redevelopment*

- Provide leadership for KCDC’s housing development and redevelopment initiatives, including mixed-income housing, neighborhood revitalization, preservation of existing affordable housing, and large-scale redevelopment projects.
- Serve as primary development lead, directly guiding KCDC through the full development lifecycle including concept planning, site acquisition, community engagement, financial structuring, design, construction oversight, lease-up, and stabilization.
- Identify opportunities to redevelop KCDC-owned properties and catalyze neighborhood investment through strategic development initiatives and public-private partnerships.
- Support the Authority’s role as Redevelopment Agency for the City of Knoxville, helping evaluate redevelopment opportunities and facilitating projects that strengthen neighborhoods and expand housing opportunity.

#### *Structure and Secure Development Financing*

- Lead the structuring and negotiation of complex financing strategies that support KCDC’s development and redevelopment initiatives.
- Oversee the development of project budgets, financial models, proformas, and capital stack structures utilizing a variety of financing tools and incentives including tax credits, bonds, tax increment financing, Payment in Lieu of Taxes (PILOT) programs, state and federal funding, public grants and subsidies, and conventional debt and equity investments.

- Work with lenders, equity investors, development partners, and public agencies to assemble financing packages that support complex redevelopment initiatives and maximize the impact of public investment.

#### *Build Public-Private Development Partnerships*

- Develop and maintain strong partnerships with private developers, financial institutions, nonprofit organizations, and governmental agencies to advance KCDC's housing and redevelopment initiatives.
- Collaborate closely with the City of Knoxville to evaluate redevelopment opportunities, coordinate incentives, and implement development strategies that align with community priorities.
- Represent KCDC in negotiations involving development agreements, financing structures, and public incentives related to housing and redevelopment initiatives.

#### *Lead the Development Team*

- Provide leadership and oversight for KCDC's development team, including the Director of Real Estate and Redevelopment and other development staff responsible for project implementation.
- Mentor and coach team members while strengthening the organization's capacity to manage complex housing development initiatives.
- Establish systems and processes to monitor development progress, manage risk, track project performance, and ensure projects are delivered on schedule and within budget.

#### *Coordinate Across the Organization*

- Work collaboratively with internal departments including finance, housing operations, strategy, and communications to ensure alignment across development initiatives.
- Engage residents, community organizations, and neighborhood stakeholders to inform development planning and ensure redevelopment efforts reflect community priorities.
- Prepare reports and presentations for the CEO, Board of Commissioners, and external stakeholders regarding development initiatives and progress.

#### *Advance Redevelopment and Community Impact*

- Identify innovative development approaches and financing strategies that expand affordable housing supply and promote neighborhood revitalization.
- Evaluate redevelopment opportunities and help implement projects that strengthen Knoxville's neighborhoods, increase housing opportunity, and support long-term economic growth.

- Ensure development initiatives comply with all applicable federal, state, and local housing policies, financing requirements, and regulatory obligations.

### **Knowledge, Skills, and Abilities**

The ideal candidate will bring deep expertise in affordable housing development, real estate finance, and construction management, with the ability to lead projects as an active owner's representative through pre-development, design, and construction. This individual will demonstrate strong command of complex capital stack structuring and redevelopment financing tools, along with a thorough understanding of Tennessee housing regulations and programs such as those administered by THDA or similar state housing finance agencies. The successful candidate will exhibit exceptional leadership, negotiation, and partnership skills, with the ability to manage diverse stakeholders, drive large-scale development initiatives, and clearly communicate complex financial and technical concepts to a wide range of audiences.

### **Education and Experience**

Bachelor's degree in real estate development, urban planning, finance, public administration, construction management, or a related field required. Master's degree preferred.

A minimum of seven (7) years of progressively responsible experience in affordable housing development, real estate development, construction management, or redevelopment is required, including demonstrated success in:

- Leading development projects in an owner-driven environment, with direct oversight of pre-development, design, and construction
- Structuring and closing complex, multi-layered development transactions
- Utilizing financing tools such as LIHTC, tax-exempt bonds, Opportunity Zones, TIF, and PILOT programs
- Navigating state and federal housing regulations and development compliance requirements
- Leading redevelopment initiatives involving public-private partnerships and governmental agencies

## Inside the Organization

Knoxville's Community Development Corporation (KCDC) is the public housing authority for Knoxville and Knox County and the City's redevelopment agency. With a \$90.2M operating budget, thousands of affordable housing units, and major redevelopment efforts like Transforming Western and Liberty Place for veterans, KCDC plays a central leadership role in shaping Knoxville's neighborhoods and expanding opportunity for families. We

combine mission-driven public purpose with complex real estate development, federal compliance, capital planning, and long-term financial stewardship. The Chief Development Officer will play a central role in advancing these efforts through the delivery of complex, high-impact housing and redevelopment initiatives.

KCDC is more than a housing provider — we are a multifaceted organization serving thousands of residents and managing a broad portfolio of programs and community investments. Our work spans:

- **Affordable Housing & Real Estate Development**  
New construction, mixed-income redevelopment, capital projects, RAD conversions, and asset management across more than 3,800 units.
- **Housing Choice Voucher Administration**  
One of Tennessee's largest rental assistance programs, partnering with private landlords to expand affordable housing options throughout Knoxville.
- **Neighborhood Revitalization & Redevelopment Planning**  
Major community development initiatives, including Transforming Western, South Waterfront, Jackson Avenue, and Magnolia Avenue revitalization, driven by federal grants, public-private partnerships, and long-term financial planning.
- **Resident & Community Services**  
Workforce development, youth services, service coordination, and cross-sector collaborations with schools, healthcare partners, law enforcement, and nonprofits.
- **Compliance, Governance, & Strategic Investment**  
HUD requirements, multifamily operations, bond financing, tax credits, audits, and long-range capital planning.



Together, these areas form a mission-driven team that improves neighborhoods, strengthens families, and ensures that Knoxville remains a place where people can thrive.

KCDC offers the unique opportunity to lead complex development and redevelopment initiatives that create real, visible change in Knoxville's neighborhoods. As a mission-driven organization with the scale of a major real estate developer and the public purpose of a housing authority, we blend social impact with financial complexity -



capital planning, tax credits, bond financing, federal compliance, and large redevelopment initiatives. Our work transforms distressed properties into mixed-income communities, strengthens families through housing stability, and drives investment into areas that have historically been overlooked. At KCDC, you won't just manage financials - you'll help shape a stronger, more equitable Knoxville and leave a legacy of community transformation.

### **KCDC's Strategic Vision**

In preparation for the 90<sup>th</sup> Anniversary, KCDC undertook a strategic planning initiative and will introduce our new vision over the next few months.

**Mission:** To collaborate with the Knoxville community to create and preserve housing opportunities and strengthen neighborhoods

**Vision:** A vibrant and inclusive Knoxville where people can thrive

**Core Values:** We are CARIng!

- **Community:** We care about the local communities we serve. We are dedicated to serving the citizens of Knoxville through cultivating neighborhoods of choice.
- **Accountable:** We are responsible to each other, those we serve, and those who have entrusted us with resources to carry out our mission.
- **Respectful:** We treat others with dignity, civility, and mutual consideration. Going beyond simply being polite, respect means treating all employees, clients, customers, and stakeholders with dignity and worth – no matter their background, position, or opinions.
- **Impactful:** We strive to make a positive difference in our community by supporting key social initiatives and empowering people and communities.

## The Community

If you're looking for a place that gives you both affordable living and big-city opportunity, moving to Knoxville, Tennessee is a smart move. With a cost of living 14% below the national average, your dollar stretches farther - whether you're buying a home, raising a family, or starting fresh. You'll find every kind of adventure - from



hiking and mountain views to vibrant nightlife and family-friendly activities - in a city that's compact enough to feel welcoming and connected. And if your ambitions extend to a family member's career or education, Knoxville is in the sweet spot: nestled between major research institutions like Oak Ridge National Laboratory (ORNL), the Tennessee Valley Authority (TVA) and University of Tennessee, Knoxville (UTK), and recognized as the country's first-designated "Maker City" by Etsy - so innovation, entrepreneurship and momentum are built into the local ecosystem. In short: you'll get the best of both worlds - big city amenities and small town living - making Knoxville not just a relocation option, but a place to redefine how you live, work and connect.

## Compensation and Benefits

The salary is competitive and commensurate with experience. KCDC provides competitive benefits for health, dental, vision, life, short- and long-term disability insurance, with 8.8% contributions made to a retirement plan.

---

## How to Apply

Applications are accepted electronically at [kcdc.org](http://kcdc.org) and will require an online application, resume, cover letter, and references. The position is open until filled with a first review of applications beginning May 11, 2026.