

Amsted Design-Build is an award-winning leader in custom home building and renovations. We create life-changing transformations for our clients through a focus on excellence in design, craftsmanship, and client experience. We're now seeking our next strategic leader to guide our development team — driving sales, inspiring design innovation, and ensuring a seamless connection between concept, contract, and construction.

Job Summary:

As the Director of Design and Sales, you will lead our development team in achieving and exceeding targets for renovation and custom home construction contracts. You will support our sales, estimating and design teams, while collaborating closely with construction to ensure seamless project delivery while upholding Amsted Design-Build's standards of excellence and customer satisfaction.

Responsibilities:

- Lead and manage the sales team to achieve annual sales targets using our defined sales process.
- Provide design oversight, managerial support, and problem-solving for our in-house design team, including architectural designers, technologists, selections coordinators, and interior designers.
- Motivate, mentor, and inspire team members to perform at their best in a supportive and collaborative environment.
- Conduct team meetings to foster teamwork and discuss project updates.
- Ensure client satisfaction throughout the sales, design, and construction phases.
- Prepare operational and financial sales department reports
- Stay informed about residential design trends, Ontario Building Code, and environmental building practices to drive market share and expand business opportunities. Analyze trends to identify new opportunities for growth and target business development.
- Continue development of policies and procedures, and manage currently approved design and selection templates and standards
- Maintain and grow relationships with existing and new vendors and subtrades
- Lead, grow, motivate, and advance our design department as industry leaders.
- Participate as a member of our company's Leadership Team, offering strategic insight and defining the direction of the company.

Qualifications:

- Bachelor's degree in Business Administration, Architecture, Engineering, or related field preferred.
- Experience in sales, design and leadership roles. Experience in residential design/build preferred.
- Proven experience in sales management with a strong track record of meeting or exceeding sales targets.
- Background or experience in design (architectural and/or interior)
- Entrepreneurial spirit with strong organizational skills and a passion for customer service.
- Excellent leadership and analytical abilities.
- Strategic mindset, with experience making fast-paced business decisions.
- Proven ability to manage staff in a team environment and provide constructive feedback

- Knowledge of the Ontario Building Code and Ottawa By-Law & Zoning requirements, understanding of residential design on Revit/+ AutoCAD platforms, knowledge of residential interior detailing and energy efficient and environmental/green building practices considered assets.
- Proficiency in MS Office; experience with BuilderTrend and familiarity with Revit/AutoCAD platforms preferred.
- Strong communication skills; comfortable speaking in a group.
- Detail-oriented with strong writing ability.
- Interest in working in a dynamic team environment, including leading team builders and events.
- Familiarity with project management principles and EOS (Entrepreneurial Operating System) is advantageous.
- Commitment to ongoing professional development and staying updated on industry trends.

Characteristics:

- Demonstrate integrity and possess a drive for excellence and success
- Motivated to exceed the expectations of our customers (clients, partners, fellow employees)
- Ability to represent self and company in a professional, knowledgeable manner
- Highly organized and the ability to inspire that in others
- Self-motivated with a strong work ethic
- Take pride in the success of the team
- Strong interpersonal and leadership skills
- Strong oral and written communication skills
- Enjoy having a laugh now and then
- Motivated to contribute to our outstanding company culture

At Amsted Design-Build, we believe in building not just homes, but careers. Join our team as Director of Design and Sales and take your career to the next level with a competitive salary, benefits package, and opportunities for professional growth, while creating extraordinary living spaces and making dreams come true.

How to Apply:

Interested candidates should submit a resume and cover letter outlining their qualifications and interest in the position to Stephanie.Haw@amsted.ca. We thank all applicants for their interest; however, only those selected for an interview will be contacted.