

Director of Development

Deca Digital

About Deca Digital

Deca is a national developer focused on large-scale land development and digital infrastructure.

We are deploying an initial \$2 billion vehicle for the development of gigawatt scale data center campuses across the United States. Our pipeline spans more than 4.5 GW.

We are building a business that identifies the most promising early-stage opportunities and takes them from a site with theoretical interconnection ambitions to shovel-ready, viable, and scalable for hyperscale development. Our vision is to create a 10+ GW portfolio of powered land and then build the vertical infrastructure on top of it.

A core element of our competitive strategy is our active procurement of generation equipment and focus on developing power generators on site. By securing generators and other long-lead infrastructure ahead of site-by-site demand, Deca can offer near-term, committed power delivery that most developers cannot match — and to drive hyperscaler demand on the strength of having the equipment in hand when others are still waiting in line.

We are backed by a multi-billion-dollar equity commitment from a top three global asset manager. We have the capital, ambition, and entrepreneurial DNA to become the premier platform in this sector. And we are looking for key executives and team members who will lead that charge with us.

Beyond digital infrastructure, we are also developing the largest industrial project in California: the \$5 billion, 650-acre redevelopment of the Phillips 66 oil refinery at the Port of Los Angeles. This project exemplifies our ability to unlock complex, large-scale opportunities that require integrated power, entitlement, engineering, and capital strategies.

Our Culture & Values

We are fiercely ambitious, deeply entrepreneurial, and operationally excellent. We move fast, think big, and operate with a high degree of ownership and accountability. Our mottos include “opportunity lies in complexity” and “make no small plans.”

We are lifelong students and value curiosity. We care deeply about how infrastructure shapes communities and about the legacy we leave behind.

We believe in building great companies without compromising our commitment to family, fulfillment, and multidimensional lives. We are owners of our company. We are in this for the long run.

About the Role

The Director of Development is a project-level execution role within Deca Digital’s national development team. Directors are the day-to-day drivers of individual sites through the entitlement, permitting, and pre-construction process — managing consultants, coordinating with local agencies, and ensuring that milestones are met on time.

Deca currently has active projects in Nebraska, Missouri, California, and Texas, with a growing pipeline that spans Texas, Ohio, Pennsylvania, Washington State, and other markets across the country.

Directors of Development may be assigned to specific markets or projects based on geography, experience, and portfolio needs.

This role is well-suited for a motivated development professional who has significant project execution experience, thrives as an operator in a fast-moving environment, and is looking to grow into a senior leadership role within a scaling platform.

Key Responsibilities

- Drive assigned development projects through entitlement, permitting, and pre-construction milestones, maintaining accountability for schedule and deliverables.
- Manage day-to-day relationships with municipalities, counties, utilities, and state agencies on assigned projects.
- Coordinate third-party consultants including entitlement specialists, environmental firms, civil engineers, traffic engineers, and outside legal counsel.
- Prepare and maintain project schedules, milestone trackers, and status reports for review by the VP or SVP of Development.
- Support entitlement strategy development and execute approved approaches through the regulatory process.
- Conduct site visits, attend public hearings, planning commission meetings, and agency pre-application conferences.
- Work with the acquisitions team during diligence to assess entitlement complexity, timeline, and cost.
- Identify project risks early and escalate with context and proposed solutions.
- Coordinate with community engagement and energy teams to align development activities with adjacent workstreams.
- Assist in preparing materials for investor reporting, capital processes, and project financing milestones.

Who You Are

- 5–10 years of experience in land development, project entitlements, or infrastructure development.
- Hands-on experience navigating entitlement and permitting processes in one or more US jurisdictions.
- Familiarity with CEQA, NEPA, zoning law, or local land use approval frameworks.
- Experience on large-scale industrial, data center, energy, or similar infrastructure projects a strong plus.
- Organized and detail-oriented — able to manage multiple projects simultaneously and maintain accuracy under pressure.
- A strong communicator, comfortable interacting with government officials, community stakeholders, and internal leadership.
- Collaborative and proactive, with a willingness to do what it takes to move projects forward in a fast-moving environment.
- Motivated by the opportunity to grow in a high-performing team at a company building something genuinely significant.

Compensation

This is a rare opportunity to be a formative part of an ambitious, long-term venture with institutional scale. The role offers the opportunity to operate with founder-like economics and influence.

Compensation includes:

- Competitive cash compensation
- Upside in the venture via performance-based equity / profit participation
- Foundational seat in an emerging market leader

We are building a rocket ship while flying it. The first few seats matter most. If you are a builder and a believer, we want to meet you.