

Director of Land Acquisitions

Deca Digital

About Deca Digital

Deca Digital is a hyperscale data center developer. We're deploying an initial \$2B vehicle from a top-three global asset manager, with five projects in flight and a pipeline of 5+ GW across the United States. Our vision is a 10+ GW portfolio of powered land and the vertical infrastructure on top of it.

Our mandate is broad: we develop both grid-connected and behind-the-meter projects, we acquire and recapitalize mid-stage development opportunities alongside our own greenfield work, and we compete by orchestrating power solutions creatively across each project's unique constraints. We have the capital, ambition, and entrepreneurial DNA to become the premier platform in this sector and we're building the executive team that will get us there.

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

Deca Digital is assembling one of the largest powered land portfolios in the United States, and land acquisition is the foundation of that strategy. The Director of Land Acquisitions is a field-forward professional who will identify, negotiate, and secure land positions across Deca's target markets.

This role will work closely with the broader acquisitions team and company leadership to execute options, purchase agreements, easements, and rights-of-way on high-potential sites. It is suited for an experienced acquisitions or broker professional who is equally comfortable cold-calling landowners, reviewing title chains, and coordinating with attorneys to close complex transactions.

Key Responsibilities

- Source and negotiate land option agreements, purchase contracts, easements, and rights-of-way in target markets across the United States.
- Conduct title research, chain-of-title analysis, ownership verification, and mineral rights assessments on target parcels.
- Build and maintain deep relationships with landowners, brokers, attorneys, county officials, and other key market participants.
- Track and manage an active pipeline of land negotiations, ensuring timely execution and providing regular status reporting to leadership.

- Perform field visits to assess site conditions, access, and preliminary power and development feasibility.
- Coordinate with acquisitions, energy, and development teams to validate sites against technical, power, and financial criteria.
- Lead curative title processes and work with outside counsel to resolve title encumbrances, mineral rights conflicts, and other land issues.
- Maintain detailed land acquisition records, lease databases, and tracking systems to support portfolio management.
- Support due diligence packages and transaction closings in coordination with legal and finance teams.
- Monitor land markets across target geographies and proactively identify emerging acquisition opportunities.

Who You Are

- 7+ years of land acquisitions experience in oil & gas, renewable energy, power transmission, or data center / real estate
- Strong track record of independently negotiating and closing land agreements across multiple states or jurisdictions.
- Deep familiarity with title examination, mineral rights, real property law, and land records research.
- Experience in Texas preferred; multi-state or national portfolio management is a significant plus.
- Proficient in GIS tools, lease management software, and standard real estate and land records databases.
- A natural relationship builder — comfortable engaging directly with landowners, county clerks, and local legal counterparts.
- Highly organized, detail-oriented, and capable of managing a large and geographically dispersed pipeline.
- Self-directed and motivated by a fast-moving, entrepreneurial environment where accountability and hustle matter.
- Willing to travel across the country to meet with landowners

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.