

VP of Development

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

The VP of Development is a key operational leader within Deca Digital's development function, responsible for driving a significant portion of the company's national project portfolio through entitlement, permitting, and pre-construction readiness.

Deca currently has active projects in Nebraska, Missouri, California, and Texas, with a rapidly expanding pipeline that includes additional sites in Texas, Ohio, Pennsylvania, Washington State, and other markets across the country. The VP of Development will own a set of these projects end-to-end — managing both internal team members and external consultants, maintaining project schedules, and serving as a key interface with local governments, utilities, and regulatory agencies.

This is a high-ownership role for a senior development professional who can operate independently across multiple markets, execute with precision, and bring creative problem-solving to complex entitlement challenges. The VP of Development reports to the SVP of Development and works closely with the acquisitions, energy, and community engagement teams.

Key Responsibilities

- Own the development and entitlement process for assigned sites across Deca's national portfolio, from initial feasibility through all required approvals and pre-construction milestones.

- Manage entitlement and permitting strategies across multiple jurisdictions, including zoning approvals, conditional use permits, environmental review (CEQA, NEPA, and state equivalents), and site plan submissions.
- Serve as the primary project interface with municipalities, counties, state agencies, utilities, and other regulatory bodies on assigned sites.
- Direct and coordinate third-party entitlement consultants, environmental specialists, civil engineers, traffic engineers, and outside counsel.
- Maintain detailed project schedules and milestone trackers, with regular status reporting to the SVP of Development.
- Work closely with the acquisitions team during site diligence to assess entitlement feasibility and development risk.
- Coordinate with the energy and power engineering teams to align development timelines with utility and interconnection milestones.
- Represent Deca at public hearings, planning commission meetings, and community forums across assigned markets.
- Identify and escalate emerging entitlement risks, community opposition, or regulatory changes that may affect project timelines.
- Support community engagement efforts in coordination with Deca's Director of Community Engagement & Government Relations.
- Mentor and provide day-to-day guidance to development associates and project managers on assigned projects.

Who You Are

- 10–15 years of experience in land development, project entitlements, or infrastructure development.
- Strong track record of independently driving complex projects through multi-jurisdictional entitlement and permitting processes.
- Experience across multiple US states or regions; familiarity with CEQA, NEPA, and local land use frameworks in more than one market.
- Experience with large-scale industrial, data center, energy, or similar infrastructure projects strongly preferred.
- Established relationships with local government officials, planning departments, and regulatory agencies in one or more of Deca's target markets.
- Highly organized, detail-oriented, and capable of managing a large, concurrent project workload with accountability and precision.
- Collaborative by nature, with the ability to work effectively across internal teams (acquisitions, energy, finance, legal) and external advisors.
- Self-directed and comfortable operating in a fast-moving, growth-stage environment where processes are still being built.

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.