

# REEP Residential

## Regional Vice President – Job Description

---

**Location:** Executive / Multi-Market Based

**Job Type:** Full-Time

**FLSA Status:** Exempt (Salaried)

**Reports To:** Director of Operations & Capital Projects

### Position Summary

The Regional Vice President (RVP) provides executive-level leadership, strategic direction, and financial oversight for multiple regions within the REEP Residential portfolio. This role oversees Senior Regional Managers, Regional Managers, and District Managers, ensuring alignment with company objectives, financial performance standards, compliance expectations, and long-term asset value growth. The RVP partners closely with the Director of Operations & Capital Projects to execute company-wide strategic initiatives, portfolio expansion, operational excellence, and capital improvement strategies.

### I. Executive Portfolio Leadership

- Provide strategic oversight for multiple regions and markets.
- Drive portfolio-wide performance including occupancy, NOI growth, revenue optimization, and expense control.
- Lead long-term strategic planning initiatives aligned with ownership objectives.
- Oversee acquisitions, dispositions, repositioning, and stabilization efforts.
- Ensure operational scalability and consistency across markets.

### II. Financial & Capital Strategy

- Approve and oversee annual budgets, forecasts, and financial performance benchmarks.
- Partner with Capital Projects leadership to align renovation and improvement initiatives with ROI expectations.
- Evaluate financial trends and implement corrective action strategies for underperforming assets.
- Ensure disciplined financial governance across all regions.

### III. Leadership & Organizational Development

- Directly supervise Senior Regional Managers and/or Regional Managers.
- Establish leadership standards and performance expectations across the organization.
- Drive succession planning and executive talent development initiatives.
- Provide executive guidance on high-level hiring, promotions, and terminations.

### IV. Risk Management & Compliance Oversight

- Ensure full compliance with Fair Housing laws, regulatory requirements, and company policies.

- Oversee audit readiness and high-risk operational or financial matters.
- Partner with HR and legal counsel on escalated employee relations or compliance concerns.
- Identify and mitigate strategic and operational risks.

## V. Culture, Vision & Executive Alignment

- Serve as an executive ambassador for REEP Residential's mission and values.
- Promote a culture of accountability, professionalism, and customer service excellence.
- Align regional operations with long-term company vision and strategic growth objectives.

## Core Qualifications

**Education:** Bachelor's degree required; MBA or advanced degree preferred.

**Experience:** 12+ years of multifamily property management experience with significant multi-region leadership experience required.

## Key Competencies

- Executive strategic leadership
- Advanced portfolio financial management
- Capital planning and asset optimization
- Organizational design and succession planning
- Executive-level communication and decision-making
- Comprehensive knowledge of property management systems (ResMan, Yardi, AppFolio)

## Physical Requirements

- Frequent travel between markets and assigned regions.
- Extended periods reviewing reports and working on a computer.
- Ability to walk properties including stairs and multi-level buildings.
- Occasionally lift and/or move up to 25 pounds.
- Work in indoor and outdoor environments in varying weather conditions.

---

**Employment At-Will:** Employment with REEP Residential is at-will. This means that either the employee or the Company may terminate the employment relationship at any time, with or without notice, and with or without cause, subject to applicable law. Nothing in this job description or any other company document shall be interpreted as creating a contract of employment or altering the at-will employment relationship.

*REEP Residential is an Equal Opportunity Employer. This job description is not intended to be an exhaustive list of duties and responsibilities. Management reserves the right to modify responsibilities as needed.*