

REEP Residential

Senior Regional Manager – Job Description

Location: Portfolio / Multi-Market Based

Job Type: Full-Time

FLSA Status: Exempt (Salaried)

Reports To: Regional Vice President

Position Summary

The Senior Regional Manager provides executive-level operational and financial leadership across a large or complex portfolio of residential communities. This role oversees Regional Managers, District Managers, and Community Directors, ensuring alignment with REEP Residential's strategic objectives. The Senior Regional Manager partners closely with the Regional Vice President to drive portfolio growth, asset optimization, acquisitions, stabilization efforts, and long-term operational excellence.

I. Strategic Portfolio Leadership

- Oversee large or high-complexity portfolios including acquisitions, lease-ups, and repositioned assets.
- Develop and execute strategic initiatives to drive NOI growth and asset value.
- Provide executive-level oversight of occupancy, revenue, expense control, and delinquency performance.
- Lead portfolio stabilization strategies for distressed or underperforming assets.
- Partner with ownership and executive leadership on long-term planning initiatives.

II. Multi-Level Leadership Oversight

- Directly supervise Regional Managers and/or high-level operational leaders.
- Coach and mentor leadership teams to improve strategic decision-making.
- Drive succession planning and leadership pipeline development.
- Provide final review and guidance on high-level staffing, promotion, and termination decisions.

III. Financial & Capital Oversight

- Review and approve annual budgets and forecasts across assigned portfolios.
- Analyze financial trends and identify opportunities for revenue enhancement and cost efficiency.
- Collaborate with Capital Projects leadership on renovation and improvement initiatives.
- Ensure disciplined financial controls and portfolio-wide accountability.

IV. Risk, Compliance & Governance

- Ensure full compliance with Fair Housing, regulatory, and company standards.
- Oversee audit readiness and high-risk operational matters.

- Partner with HR and legal counsel on escalated employee relations or compliance concerns.
- Identify and mitigate operational and financial risks across the portfolio.

V. Culture & Executive Alignment

- Promote a culture of accountability, professionalism, and customer service excellence across all properties.
- Align portfolio operations with REEP Residential's long-term strategic vision.
- Serve as an executive ambassador for company values and leadership standards.

Core Qualifications

Education: Bachelor's degree in Business, Real Estate, or related field required; MBA preferred.

Experience: 10+ years of multifamily property management experience with significant multi-site leadership experience required.

Key Competencies

- Executive-level strategic leadership
- Advanced financial modeling and portfolio analysis
- Organizational development and succession planning
- High-level risk management and compliance oversight
- Strong executive communication and decision-making skills
- Expert proficiency in property management systems (ResMan, Yardi, AppFolio)

Physical Requirements

- Frequent travel between markets and assigned properties.
- 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.