

**BRE HOTELS & RESORTS**  
**VICE PRESIDENT, FULL-SERVICE ASSET MANAGEMENT**

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*BRE Hotels & Resorts is the hotel and resort platform backed by the world's largest alternative asset manager and owner of real estate. North American holdings currently include more than 200 hotels and resorts, representing approximately 36,000 rooms.*

*BRE Hotels & Resorts is focused on strengthening its position as a leading, world-class hospitality platform. Driven by a results-oriented, professional work culture, the platform strives to hire the best talent in the industry and provide its team with the tools to succeed, while consistently measuring results for continual improvement.*

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**JOB DESCRIPTION: VICE PRESIDENT, FULL-SERVICE ASSET MANAGEMENT**

The Vice President, Full-Service Asset Management is responsible for optimizing the performance of a portfolio of premium, full-service branded and independent hotels and resorts by overseeing both property-based and management company representatives. Key areas of measurement include: revenue generation, market share penetration, expense management/profit optimization, guest satisfaction, capital value enhancement, and asset preservation. The Vice President, Full-Service Asset Management's fiduciary responsibility is to manage the lodging investment to meet the specific objectives of its owners and/or investors.

**JOB DUTIES:**

- Maintain a detailed understanding of all factors affecting various hotel markets affecting the portfolio; perform ongoing SWOT analysis'
- Develop and implement short-term, intermediate and long-term strategies to improve the value of the portfolio and its assets
- Perform monthly financial analysis, performance tracking, and ongoing review of all metrics, including STAR data, yield management and channel data, forecasts and financial statements
- Evaluate the performance of both on-property and management company regional oversight
- Document recommended strategies to improve performance; articulate such strategies and performance metrics to senior management and other stakeholders regularly
- Complete on-site property reviews at each asset a minimum of three times per year or as needed
- Assist in ongoing processes, including: financing and lender reviews, transactional readiness, capital expenditures recommendations/approvals, labor strategy, renovation design and construction, and brand compliance
- Support other BRE disciplines in their dealings with each hotel, including professional third party consultants and other resources assigned to help guide hotel performance
- Assess, develop, and implement value-enhancement opportunities for each asset in both operational and capital disciplines; this entails understanding the property from both operational and real estate perspectives
- Identify and address any existing or potential deficient conditions relating to the physical asset, including life safety, risk management, or legal concerns
- Monitor guest satisfaction surveys and Quality Assurance audits
- Review annual budgets and marketing plans
- Develop relationships with stakeholders from the brand, the industry, the parent company, and other related parties

**LOCATION:**

- Employer is flexible but requires a major market near an International Airport
- Strongly preferred locations include: Southern California or Southern Florida (alternatively Chicago, New York City, or Greater Washington DC)

**QUALIFICATIONS:****Education:**

- Bachelor's Degree in Business, Finance, or Hospitality Management

**Experience:**

- Ideal candidate will have no less than twenty years of relevant experience in the lodging industry
- Preferred candidate will have 7+ years as multi-unit operational experience as either a Regional VP or Area Manager for either a brand or franchise management company
- Preferred candidate will have a minimum of 3-5 years of experience as VP Asset Management with a well-regarded Hospitality Real Estate firm

**SPECIFIC JOB KNOWLEDGE, SKILL AND ABILITY:**

- Proven experience in revenue optimization, sales, e-Commerce, hotel operations, and hotel finance
- Excellent verbal and written communication skills to a wide variety of audiences, including investors, brands, management companies, and other industry professionals
- A track record of achieving goals in an intense, high-energy, results-oriented environment
- Confident yet collaborative leadership style; at ease within a fast-paced, entrepreneurial culture within a team environment
- Ability to multi-task and meet deadlines; possess strong project management and problem solving skills
- Be a resourceful self-starter, routinely taking initiative to accomplish tasks
- Maturity and flexibility to adapt to evolving business strategies, depending on market dynamics
- Excellent Financial analysis skills. Analytical quantitative skills are required
- Capable of developing financial impact analysis - which may include transactional underwriting, cost containment initiatives (and tracking performance), and value-enhancement ROI models
- Leading and interacting with a team of geographically diverse stakeholders
- Computer skills: fluency in Microsoft Office products

**PHYSICAL WORK REQUIREMENTS:**

- Sedentary work; job functions may involve sitting for extended periods of time
- Occasionally exerting up to 10 pounds of force to move objects
- Will involve travel to other area offices or out of town (out-of-town travel anticipated to be approximately 60% of total annual work days)

## **COMPENSATION**

- Highly competitive and commensurate with experience

## **CONTACT:**

- Farah Easton: (561) 447-3665 or feaston@luxuryresorts.com

***BRE Hotels & Resorts and its parents/affiliates are equal opportunity employers M/F/D/V***