



Director of Asset Preservation, Construction & Development

HallKeen | Massachusetts-based with regional and occasional out-of-state travel

Full Time – Pay Rate Starting at \$120,000.

HallKeen is seeking a strategic, hands-on leader to serve as Director of Asset Preservation, Construction & Development. This newly created executive role will help protect, enhance, and grow HallKeen's residential portfolio by strengthening building operations, capital planning, construction oversight, inspection readiness, and long-term asset stewardship.

HallKeen is a mission-driven real estate management and investment organization dedicated to expanding access to affordable and workforce housing along the Eastern Seaboard. With a diverse residential portfolio and decades of operational experience, HallKeen brings together property management, asset management, acquisition, development, and community impact to support long-term resident and portfolio success.

About the Opportunity

Reporting to the Chief Operating Officer, the Director will partner closely with Residential Operations, Asset Management, Development, Finance, and Executive Leadership to ensure HallKeen communities remain safe, financially sustainable, operationally efficient, and inspection-ready.

This is an ideal opportunity for a servant leader who can set enterprise strategy while staying connected to the field—someone equally comfortable advising senior leadership, coaching site teams, supporting emergency response, and overseeing complex capital or occupied rehabilitation projects.

Key Responsibilities

- Develop and execute an enterprise-wide asset preservation strategy aligned with HallKeen's mission, growth plans, and long-term portfolio objectives.
- Lead portfolio-wide preventive maintenance, life-cycle replacement, inspection readiness, and capital planning programs.
- Establish scalable operating standards, technical procedures, KPIs, quality audits, and best practices across a decentralized maintenance organization.
- Serve as HallKeen's owner's representative for acquisitions, redevelopment, rehabilitation, construction, and capital improvement projects.
- Partner with Development, Operations, Finance, Asset Management, and Executive Leadership on planning, budgeting, permitting, procurement, construction oversight, and project closeout.
- Build a field-first leadership culture rooted in visibility, accountability, coaching, collaboration, and resident-focused service.
- Support readiness for HUD NSPIRE, state agency, insurance, lender, investor, fire/life safety, and other regulatory inspections.
- Champion safety, environmental compliance, sustainability, technology, innovation, and continuous improvement across the portfolio.

Ideal Candidate Profile

- 10+ years of progressive leadership experience in multifamily housing, affordable housing, construction, facilities management, real estate development, or a related field.
- Experience overseeing both maintenance operations and capital or construction projects.
- Proven success leading geographically dispersed technical or maintenance teams.
- Strong knowledge of affordable housing operations and regulatory environments, including HUD, LIHTC, Section 8, HOME, RAD, OSHA, Fair Housing, and inspection readiness programs.
- Ability to translate technical priorities into practical, portfolio-wide systems that improve property performance and resident experience.
- Leadership style defined by humility, credibility, sound judgment, accountability, and a willingness to work alongside field teams when needed.
- Bachelor's degree in Construction Management, Engineering, Architecture, Facilities Management, Real Estate Development, or a related field preferred.

Why Join HallKeen

HallKeen offers the opportunity to help shape a growing, mission-driven platform committed to preserving affordability, strengthening communities, and delivering long-term value for residents, partners, and investors. This leader will have broad influence across operations, development, asset preservation, and organizational culture at a pivotal time in the company's continued growth.

Benefits:

Full time position offers a competitive benefit program to include Medical, Dental, Vision, Health FSA, Dependent Care FSA, Short-Term Disability, Long Term Disability, Life Insurance, Home and Auto Discount program, Vendor Discount Program, 401(k) with matching contribution, Accrued Vacation, Sick, and Personal time and Paid Holiday Benefit.

How to Apply

Qualified candidates are encouraged to apply and bring their expertise, leadership, and commitment to resident-centered stewardship to HallKeen's next stage of growth.

APPLY NOW