



ASSOCIATE COMMUNITY ASSOCIATION MANAGER

JOB DESCRIPTION

The Associate Community Manager is non-exempt, salaried position. The Associate Community Manager is responsible for the day-to-day operations for a portfolio of community associations. The Associate Community Manager is the go-to source for every issue related to the community associations in their portfolio. The manager must be aware of and able to speak authoritatively on every project and task in the community, from accounting to capital improvements to homeowner relations.

The position affords flexibility and the opportunity to work from home on most days. The community manager sets their own schedule, manages their deadlines and is held responsible for client relationships and client retention for the accounts they serve.

RESPONSIBILITIES

The Associate Community Manager is a liaison to the board of directors for the general administration of the associations they manage. Based upon the specificity in each association's contract, the manager may be responsible for some or all the following functions:

- Provide direction and oversight of day-to-day and long-term operations of the association.
- Direct and participate in the preparation of association procedures designed to implement board adopted policies.
- Direct the association's fiscal matters in collaboration with the association board members and the staff accountant
- Review studies, reports and correspondence related to the operation of the association.
- Achieve the goals and objectives of the association as set forth in the governing documents.
- Ensure that the policies, resolutions and other acts of the board are carried out.
- Prepare, implement and oversee the association's annual budget.
- Keep the board regularly informed of the association's fiscal, financial and operational health
- Negotiate all association contracts, subject to the board's approval.
- Secure vendors and manage RFP process for association repairs and projects.
- Ensure proper maintenance of the association's property and capital equipment.
- Oversee all association projects, programs and community relations.
- Act as association liaison with all local and state government authorities and bodies.
- Ensure compliance with architectural and design covenants
- Keep full and complete membership, financial and administrative records for the association.
- Respond to homeowner inquiries

- Responsible for meeting planning and meeting attendance

REQUIREMENTS

The Associate Community Manager should possess solid business experience with a general knowledge of organizational techniques and the ability to coordinate a wide variety of activities. Should have experience in the HOA industry or comparable experience in a fast paced, multi-priority work environment. Manager must be able to juggle priorities, be responsive and have strong computer, communication and customer service skills.

A means of transportation for travel between communities is required; candidates must have a valid state driver's license and proof of insurance. Manager will need access to high-speed internet connection during work times for soft phones and computer access.

The Associate Manager must be available to work occasional nights and weekends.

KNOWLEDGE / COMPETENCIES

- Principles and practices of management, including planning, organizing and assigning work, delegation of authority and accountability management.
- Establishing and implementing long term planning and organizational goals and objectives.
- Principles and practices of budget and resource planning and management, including budget preparation and management, revenue planning and management, purchasing and contract planning and administration.
- Laws, codes and regulations affecting association operation.
- Functions, authorities and responsibilities of local government agencies.
- Familiarity with the basic operations of community associations.

SKILLS REQUIRED

- Strategic thinking
- Ability to advise and lead groups of volunteers
- Planning, organizing, managing, and integrating projects.
- Working effectively with elected boards of directors, homeowners, local governmental agencies, contractors, insurers, and others.
- Planning, establishing, and implementing long and short-term goals, objectives and accountabilities.
- Evaluating, monitoring, planning for and implementing maintenance and construction needs and projects.
- Overseeing and monitoring fiscal and revenue activities.
- Communicating effectively orally and in writing, including preparing written reports' and making presentations.
- Proficiency in or the ability to learn and become proficient in specific software such as: Outlook, Microsoft Office, Vantaca, and Strongroom
- Analyzing complex technical and administrative problems, evaluating alternatives and effective courses of action.
- Customer service skills and specifically the ability to diffuse a difficult situation.

- Project management skills for multiple projects, for multiple associations.

COMPENSATION & BENEFITS

- The Associate Community Manager's annual salary is equivalent to 33.3% of the billed annual management fees for their client portfolio. The initial salary for this portfolio is \$63,827. During the training period, the position will require a full 40 hours per week. Estimated work hours of approximately 32 hours per week reflect the expected workload for a fully trained and experienced manager managing this portfolio independently.
- Current client portfolio is comprised of 12 clients (1052 doors). Manager will be expected to add additional clients to their portfolio to create a full 40-hour/week job. The manager should expect to have at least 1200 actively managed doors. After the training period, the earning potential will be commensurate to 33.3% of the total value of the portfolio management fees.
- PTO is unlimited, but must be approved in advance by immediate supervisor.
- Employee is eligible to enroll in company sponsored health, dental and vision insurance benefits on the first day of the month following 60 days of employment. Six paid holidays annually. Employee is eligible to open a 401K to which the employer contributes up to 4% match.

QUESTIONS? OR TO APPLY FOR THE POSITION:

- Contact Lyndsay Tuley for more information: lyndsay@hoacommunitysolutions.com