



Regional Vice President

Reports to: Chief Operating Officer

Overview

To contribute to the design and lead the implementation of the Region's operations' strategy through the definition and monitoring of regional standards, the oversight of regional properties' management and financial performance, the identification of new investment opportunities and the support of pre-openings, in order to ensure that the Group's strategy is efficiently executed at the regional level. Expected travel mobility required up to 60%.

Responsibilities

1. Lead the development of a regional strategic plan, in line with the Group's strategy and region-specific needs, including guidelines for marketing, resource utilization, staffing models etc. in order to enhance market positioning, regional operating profits and service levels.
2. Provide direction to the General Managers to steer the development of annual SBU business plans, key performance indicators and capital expenditure plans, in order to ensure alignment between the corporate strategy and the SBU-specific objectives as well as to ensure the SBUs' compliance with the Group's standards.
3. Lead strategy implementation monitoring through the continuous tracking and assessment of properties KPIs' achievement against targets in order to ensure ongoing visibility on strategy execution, identify any delays and/ or risks and recommend corrective actions where necessary, thus ensuring that the Region delivers its strategy as per the defined targets, timelines and budgets.
4. Lead the ongoing assessment and review of core hotelier and business support standards and practices within the properties, with a focus on operational delivery, resource optimization and guest services, in order to ensure that all regional properties are managed in an optimal manner and accurately reflect the Group's leading position within the luxury hospitality market.
5. Lead and strengthen the Region's asset management efforts through the review of appropriate preventive and corrective maintenance programs as well as the arbitrage of any capital projects in order to ensure that the properties are maintained as per the corporate standards and that their asset value is continuously protected.
6. Lead and monitor the management of hotels' pre-openings and stabilisation in close collaboration with the Group Development function, as well as advise on construction, conversion or refurbishment projects in order to ensure that opening plans are met and that all assets reflect the brand standards and their intended positioning.
7. Contribute, in collaboration with the Group Development function, to the identification, evaluation and realization of investment and development opportunities in order to ensure the achievement of the Region's growth agenda.
8. Lead the continuous reporting of the Region's strategy execution progress and financial performance in order to initiate corrective action if necessary, provide a sound baseline for strategic decision-making and keep leadership informed of key decisions, areas of concern or achievements.
9. Direct the development and implementation of region operations department policies, systems, processes, procedures and controls ensuring the Company delivers world class services, excellence and innovation.

Requirements

- Bachelors and/or Master's Degree in Business, Hospitality or equivalent from an accredited and renowned University.
- Multilingual is a highly desirable asset
- 10 to 12 years of hospitality experience, preferably with an international luxury hospitality company.
- A demonstrable track record of delivering results including managing change and delivering on challenging hotel management matters within a suitable business environment.
- Experience of working in a regional capacity and a solid understanding of cultural, ownership relations and market differences within the relevant region.
- A strong reputation within the hospitality industry and an extensive network of key contacts within the relevant region.
- Excellent mastery of core hotelier operations and thorough knowledge of the luxury hospitality industry.
- Strong understanding of and affinity with asset management optimization and value enhancement.
- Strong knowledge of guest services market trends and best practice in the luxury hospitality industry.
- Strong strategic and business planning skills.
- Outstanding inter-personal skills and an ability to connect with people at all levels to drive successful relationships.