

Director of Engineering

Confidential Search
New York City Tri-State Area

Position Overview

The Director of Engineering oversees all aspects of facilities management and engineering operations across a large, multi-facility, service-driven property. This role is responsible for ensuring that all buildings, systems, equipment and infrastructure are maintained to the highest standards of safety, efficiency, reliability and presentation.

Reporting directly to the General Manager / Chief Operating Officer, the Director of Engineering leads a skilled technical team and collaborates with senior leadership to support day-to-day operations, long-term capital planning and regulatory compliance. Ideal candidates will come from environments such as luxury hotels and resorts, large residential or mixed-use complexes, corporate campuses, upscale entertainment or hospitality venues or similarly complex properties.

Key Responsibilities

FACILITIES & SYSTEMS MANAGEMENT

- Oversee all engineering, maintenance and repair functions across multiple buildings and operational areas.
- Ensure all mechanical, electrical, HVAC, plumbing and life-safety systems are properly maintained, safely operated and functioning efficiently.
- Evaluate and recommend improvements for energy usage, equipment efficiency and operational best practices.
- Establish and manage comprehensive preventive maintenance programs for all major systems and equipment.

PROJECT & CAPITAL PLANNING

- Assess long-term facility needs and develop annual capital budgets and multi-year plans.
- Serve as project manager for renovations, infrastructure upgrades, equipment replacements and construction-related initiatives.

- Develop project specifications, obtain competitive bids, review proposals and ensure work meets established standards.
- Coordinate closely with leadership and external contractors throughout planning and execution phases.

OPERATIONAL LEADERSHIP & TEAM MANAGEMENT

- Lead, mentor, schedule and develop engineering staff; oversee hiring, performance reviews and workforce planning.
- Ensure staffing levels align with operational needs while managing overtime and contractor usage responsibly.
- Maintain thorough work order protocols, productivity tracking, performance documentation and departmental reporting.

VENDOR, CONTRACTOR & INVENTORY OVERSIGHT

- Negotiate and manage service contracts for critical systems and major facilities support functions.
- Monitor vendor performance to ensure compliance with contract terms and operational expectations.
- Oversee procurement of materials, parts and equipment; maintain appropriate inventory levels and control processes.

SAFETY, RISK MANAGEMENT & REGULATORY COMPLIANCE

- Ensure full compliance with all applicable building codes, environmental regulations, fire/life safety requirements and health department standards.
- Maintain proactive communication with local regulatory agencies and inspectors.
- Lead safety programs, including injury prevention, inspections, emergency training and ongoing staff education.
- Conduct regular meetings and training focused on energy conservation, safety and operational efficiency.

ADMINISTRATIVE & CROSS-DEPARTMENTAL RESPONSIBILITIES

- Provide timely reports, statistics and operational updates to senior management.
- Collaborate with other department leaders to ensure their equipment and facilities needs are met.
- Maintain organized records, logs, documentation systems and budgetary oversight.
- Attend management meetings and actively participate in long-term operational planning.

Candidate Attributes

SUCCESSFUL CANDIDATES WILL EMBODY THE FOLLOWING CHARACTERISTICS:

- **Operational Excellence:** Strong understanding of complex building systems and high-volume facilities.
- **Strategic Thinker:** Ability to balance immediate operational needs with long-term planning.

- **Hands-On Leader:** Willing to lead by example while empowering and developing the engineering team.
- **Strong Communicator:** Clear, respectful, and effective communication with leadership, staff, vendors and inspectors.
- **Decision-Making Strength:** Comfortable making informed decisions in high-pressure or time-sensitive situations.
- **Service Mindset:** Committed to supporting a high-end, guest- or resident-focused environment.
- **Analytical & Detail-Oriented:** Skilled in troubleshooting, planning, budgeting and documentation.

Requirements

EDUCATION & CREDENTIALS

- Advanced coursework in engineering, facilities management or related disciplines preferred.
- Certifications in fire prevention, environmental health and safety or engineering best practices are advantageous.
- Relevant engineering licenses as required by local or state regulations.

TECHNICAL EXPERTISE

- Proficiency in HVAC, electrical distribution, plumbing and life-safety systems.
- Strong experience with preventive maintenance programs and building management systems (e.g., Johnson Controls BMS or equivalent).
- Familiarity with AutoCAD, CMMS platforms and Microsoft applications.
- Proven ability to read and interpret technical documents, specifications and design plans.

LEADERSHIP & OPERATIONAL EXPERIENCE

- Demonstrated experience leading engineering teams within complex environments such as luxury hospitality, corporate campuses, large-scale residential communities, entertainment venues or comparable operations.
- Ability to hire, train, evaluate and lead technical staff.
- Experience managing large-scale service contracts and vendor relationships.
- Ability to work flexible hours, including evenings, weekends or on-call rotations, based on operational needs.
- Impeccable and verifiable references. All candidates will be subject to a thorough background check and drug test.

CONSTRUCTION MANAGEMENT

- Direct experience coordinating capital improvement projects, renovation work and facility upgrades within high-profile or multi-facility environments.
- Proven ability to collaborate with architects, engineers, contractors, permitting officials and internal stakeholders from project conception through closeout.
- Skilled in reviewing plans, specifications, submittals and change orders while ensuring alignment with budget, schedule and quality standards.

- Demonstrated ability to manage construction timelines, site logistics, contractor performance and safety compliance across multiple active job sites.
- Experience preparing and presenting project updates, financial forecasts and progress reports to senior leadership or governing bodies.

Competitive Compensation

- A highly competitive compensation package, including a strong base salary and performance-based bonus, commensurate with experience and qualifications.
- Comprehensive benefits including medical, dental, vision and life insurance.
- Short- and long-term disability coverage, along with paid vacation.
- Participation in the Club's 401(k) retirement plan.
- Support for professional development, including industry dues, education and related expenses.
- Relocation assistance is available for candidates outside the region.

To be Considered

To be considered for this exceptional opportunity, candidates are encouraged to submit their materials as soon as possible. All resumes and cover letters will be handled with the utmost discretion and kept in strict confidence.

Qualified professionals who meet or exceed the stated requirements should submit a compelling cover letter addressed to Manny Gugliuzza outlining their qualifications, leadership experience and interest in the position. Please include a current resume and direct all correspondence to:



Manny Gugliuzza, CCM, CCE
Principal & Search Consultant



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