KINSTONE COMMUNITIES

here for good.

Director of Property Management

Kinstone Communities | Marietta, Georgia | Full-time, on-site | Reports to the COO

This is not a traditional property management role. It is something harder to find and more meaningful to do: the work of cultivating a place people call home.

Who We Are

Kinstone Communities is a local, family-owned company. We are long-term stewards, not a fly-by-night investment firm, and we invest intentionally in our team members, who in turn serve our residents well. Kinstone exists to cultivate places where people are known. Our core values (Feasting, Unhurried Care, Stewardship, and Empowerment) describe the actual texture of daily work on a Kinstone property. Full alignment with this mission is the non-negotiable foundation of the role.

The Opportunity at Our Next Community

Kinstone is growing through the acquisition of Wood Pointe Apartment Homes). This community is a 178 apartment home community on Burnt Hickory Road in Marietta, Georgia. Built in 1986 and set on nearly 22 acres, its nine three-story residential buildings are surrounded by mature landscaping that gives the community a quiet, residential feel uncommon in suburban Atlanta. Residents choose from one-, two-, and three-bedroom floor plans and enjoy a clubhouse, resort-style pool, fitness center, lighted tennis courts, dog park, and grilling and picnic areas, all minutes from historic Marietta Square and Marietta High School.

The community is scheduled to join the Kinstone family in January 2027. The property has been well cared for, and the opportunity now is to make it unmistakably a Kinstone community: a place where residents are known by name and the team is equipped to serve them well. The Director of Property Management serves in a key missional role of putting Kinstone’s mission into action with our on-site team. This new hire will start in December, with time to learn Kinstone's systems and team before closing, and will lead that work from day one.

The Role in Plain Terms

The Director leads the new community as a Kinstone business entity, with real authority over people, operations, and place, and accountability for the health of all three. The Director reports to the COO and serves as a full member of the Kinstone home office leadership team.

Think of the Director as a small-town mayor: known by residents and team members by name, proud of the condition and culture of the community, and the person people naturally bring problems to. Much of the work is unglamorous: maintenance requests, lease renewals, team scheduling, vendor relationships, and budget reviews. What sets the role apart is the discipline of noticing and management by walking around: the hallway that needs paint, the resident who's been quieter than usual, the team member who's running out of steam.

This is not a build-from-scratch role**.** The Director inherits Kinstone's established systems and values. The task is cultivation, not invention, and it is done in close partnership with the Kinstone Home Office, not as a lone operator.

Core Responsibilities

Leadership & Team Development

- Recruit, hire, onboard, and develop a team that reflects Kinstone's values, anchored by a strong Operations Manager and Maintenance Manager.

- Establish regular coaching and feedback rhythms; invest in each team member's growth, not just performance.
- Build a team that complements your own gaps, and model the self-awareness and openness to feedback you expect from others.

Operations & Financial Performance

- Maintain occupancy at or above 95% on a trailing three-month average.
- Own the operating budget with Home Office support, manage controllable costs with discipline, and grow NOI year over year.

Resident Experience & Community Culture

- Cultivate genuine belonging for residents: know names, notice patterns, create touchpoints.
- Implement community programming and spaces in keeping with Kinstone values: Feasting, care, connection, place-making.
- Serve a diverse community of working families with cultural humility, curiosity, and respect; respond to concerns with a solution orientation.

Strategic Ownership

- Think like an owner, finding mission-aligned ways to grow the value of the community.
- Bring continuous-improvement ideas forward in operations, team culture, and the physical property without waiting to be asked.

Who We're Looking For

- **Character and self-awareness.** You can name your own tendencies and blind spots, receive feedback with curiosity, admit mistakes openly, and engage seriously with tools like Enneagram, DISC, Working Genius, and GiANT.
- **Relational presence.** You show up, remember names and details, and people feel seen around you.
- **Accountability without avoidance.** You can have hard conversations and don't confuse kindness with conflict avoidance.
- **Coachable under direction.** Early on, the COO will be more directive. You receive that with openness and earn autonomy over time. The failure mode we most want to avoid is defensive independence.
- **Meaning in place and people.** You are energized by cultivating a community over the long term, care about the physical property, and see housing as meaningful. Residents call this place home.

Experience & Qualifications

Multifamily experience is not required; apartment operations can be learned. Missional alignment, character, self-awareness, and leadership presence cannot be easily taught. We are looking for:

- Experience managing a team and a budget in any industry, including hiring, performance conversations, and responsibility for a P&L or operating budget.
- A track record of running something, not just supporting it: hospitality, a community organization, a small business, a nonprofit program, or multi-unit retail or restaurant operations.
- Business acumen and curiosity to go deeper on financials in partnership with our Controller.
- Humility about what you don't know, and a habit of asking good questions.

Compensation

The Director is compensated above a traditional property manager, commensurate with the authority and accountability of the role: a competitive base salary, a Property Performance (Gain Share) component tied to NOI growth at the community, and a competitive benefits plan.

How to Apply

Email the following to Justin Bleeker, COO, at info@kinstone.us with the subject line “Director of Property Management – Your Name”:

- **Cover letter** telling us why this role, this community, and this season of your life fit together.
- **Resume.**
- **Written answers to the three questions below**.
  1. Explain how you would creatively engage with the Kinstone mission, making it real in the day-to-day operations at Kinstone. How would your leadership stand out from others in similar leadership roles?
  2. Explain how you best receive constructive criticism. Give concrete examples when you have received coaching, especially difficult to hear feedback. How did you change after you received the feedback?
  3. Describe something you noticed at work or in your community that others had overlooked. What did you do about it?

* Applications are reviewed on a rolling basis beginning November 16 and will continue until the position is filled.

Hiring Timeline

When	What happens
Monday, November 16	Position opens and public advertising begins.
Beginning Nov. 19–20	First-round interviews begin with selected candidates.
Week of November 30	Final interviews.
Week of December 7	Onboarding begins.

Kinstone Communities is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, genetic information, or any other status protected by applicable law.