



## Vice President for Facilities Management

[Villanova University](#) seeks a highly motivated leader with exceptional strategic, operational, and interpersonal skills and broad domain expertise to join its leadership team as Vice President for Facilities Management.

### About Villanova

---

Villanova University, a co-educational Roman Catholic institution, was founded by the Order of Saint Augustine in 1842 in Villanova, Pennsylvania. A premier institution of higher education, Villanova provides a comprehensive education rooted in the shared commitment to the Augustinian ideals of truth, unity, and love; and a community dedicated to service to others.

Since 1842, Villanova University's Augustinian Catholic intellectual tradition has been the cornerstone of an academic community in which students learn to think critically, act compassionately and succeed while serving others. There are more than 10,000 undergraduate, graduate and law students in the University's six colleges – the [College of Liberal Arts and Sciences](#), the [Villanova School of Business](#), the [College of Engineering](#), the M. Louise Fitzpatrick [College of Nursing](#), the [Villanova University Charles Widger School of Law](#), and [The College of Professional Studies](#). As students grow intellectually, Villanova prepares them to become ethical leaders who create positive change everywhere life takes them.

Villanova is a comprehensive doctoral institution with exceptionally strong financials, an excellent reputation for undergraduate education that continually generates high applications and yield rates, highly regarded schools of law and business, and loyal and generous alumni. In its application numbers, acceptance rate, and yield rate, it is among the most selective universities in the country. Villanova competes in Division I athletics and is an R2 Carnegie-Classification research university. At the end of FY2023, the University reported \$2B in net assets including over \$1.3B in endowment. The major ratings agencies consider its debt high quality and worthy of a “stable” outlook. Villanova's operating surplus enables it to invest in new program development, in its physical plant, and in growth.

In late 2023, Villanova [announced](#) that it would assume responsibility for the campus and physical assets of nearby Cabrini University. The integration adds approximately 110 acres and nearly 1M square feet of improved space to Villanova that will be reconceived in the context of further master planning. In 2024, Villanova launched a new 10-year [Campus Master Plan](#). The overarching vision of

the Campus Master Plan is to build on Villanova's existing strengths and create an environment that supports academic rigor and student success in all its forms.

Later this year, Villanova leadership will announce the transition from the private to the public phase of its \$1.2B campaign, geared to advance its [Rooted. Restless](#) strategic plan. The campaign focuses on three major areas of investment: in financial aid, in research, and in capital programming and campus investment. Along with investments in the Cabrini facility – which additional space will enable Villanova to increase enrollments by 1,000 in the years ahead – the capital-program portion of the campaign will fund a new library, a new welcome center, and additional new or renovation projects.

### Position Summary

---

The Vice President, Facilities Management (VPFM) leads a multifaceted facilities organization with primary responsibility for the stewardship of the University's physical assets. Reporting to the University's Executive Vice President, [Roger Demareski](#), the VPFM will collaborate with senior academic and administrative leaders to advance Villanova's mission and strategic plan by providing best-in-class facilities development and management services.

The VPFM plays a leadership role in supporting the University's teaching, research, and student life activities and provides strategic direction for all major facility projects including master planning, design, construction, and implementation. The VPFM is responsible for developing and staffing an integrated, strategically aligned facilities organization that demonstrates a commitment to excellence and service in all it does. Through the senior staff of Facilities Management, the VPFM is responsible for the performance of approximately 230 employees and for the management of a \$25 million annual operating budget.

Serving as an institutional resource for the application and interpretation of facilities policies, the VPFM will interact with senior academic and administrative leadership to support Villanova's mission and will cultivate and sustain cooperative working relationships with all constituencies. They will sustain an inclusive, principled, and learning-oriented environment for all employees and build on current strengths to improve the effectiveness and efficiency of services, deliver critical initiatives, and develop a vision for Facilities that will align its resources and priorities with the University's current and emerging goals while understanding its impact on its local environment.

The VPFM will establish performance goals, allocate resources, and develop policies to affect the efficient operation of the department while controlling operating expenses at a level consistent with best practices for stewardship of Villanova's campus. The VPFM will also identify and pursue opportunities to enhance the use of technology and data in managing Villanova's facilities with optimal levels of safety, energy use, and efficiency.

Villanova is in the process of developing a roughly \$500M capital program that will include several large new buildings and the roughly \$75M that it expects to invest in the Cabrini campus. The University has been able to steadily increase its annual investment in facilities renewal projects to \$30M.

The University has a long-established [commitment to sustainability](#). It became a signatory to the American College and University Presidents' Climate Commitment in 2007; since 2009, the President's Environment Sustainability Committee has guided a range of initiatives. In 2018, the Villanova Sustainability Leadership Council formed to provide overarching coordination and increased accountability. The VPFM is a member of the Council and leads its Operations subcommittee.

The Facilities Management organization currently encompasses Grounds, Operations and Maintenance, Environmental Safety and Health, Custodial Services, Planning Design and Construction, and Facilities Finance & Administration.

The VPFM is responsible for managing these departments and for meeting the following objectives:

- Lead a highly professional, seamless, and effective facilities organization committed to delivering a physical environment aligned with Villanova's mission and institutional priorities.
- Steward Villanova's physical assets effectively and efficiently and manage a facilities operation team that focusses on customer service in support of the mission and its community of students, faculty and staff.
- Achieve a high level of employee effectiveness, including the establishment of business-like and supportive union relations in close cooperation with the Vice President, Human Resources. Ensure proper stewardship of the University by leading the prioritization of maintenance, environmental health and safety, capital-renewal, energy, and sustainability projects across campus in alignment with academic operations and in sync with the cadence of the academic calendar.
- Oversee the execution of Villanova's capital program from design through construction and delivery. Ensure that the capital process is rigorous, transparent to stakeholders, and effective in delivering programmatic, quality, and cost objectives.
- Maintain a comprehensive and forward-thinking space and campus development plan that delivers on the identified priorities and unifies and integrates activities while providing optionality for longer term development to future generations.
- Oversee Facilities' integrated development and use of data to plan, measure, and continually improve performance and reporting, integrating multiple sources of information ranging from building/campus lifecycle data to operational/transactional data.
- Lead and foster a culture of diversity, equity, inclusion, and belonging.

#### Essential Duties

- Lead the Facilities Management organization to set new standards as a service-oriented, proactive, professional, and efficient facilities department capable of addressing the diverse needs of a changing campus and the Villanova community.
- Collaborate with and represent Facilities Management to the deans, senior administration, trustees, the broader University community, and the communities that surround the campus. Cultivate and sustain cooperative working relationships with neighborhood, township, state, and federal entities.

- Collaborate with the Executive Vice President and Trustee Chair of the Stewardship Committee to set the agenda for the committee meetings. Prepare and present information to the Board of Trustees related to real estate purchases, facilities planning, and the design, budget, and schedule of capital projects and major maintenance or construction projects.
- Provide strategic leadership by developing and implementing annual a five-year capital renewal plans that align with the University's strategic plan and the campus master plan.
- Communicate priorities, capital project plans and policy decisions to university officers and key members of the University community through presentations at various committee meetings and to appropriate governance bodies.
- Develop and manage the annual Facilities Management budget and the capital renewal budget for presentation to the Board.
- Ensure the periodic measurement and evaluation of Facilities Management's performance by its various internal and external customers in order to obtain feedback that supports continuous quality improvement.
- Ensure the ongoing professional development of senior facilities staff and, through them, of all Facilities Services employees.
- Promote a high-performing and service-oriented culture, with an environment characterized by respect, professionalism, diversity, inclusion, and collaboration with the union.

### Candidate Profile

---

The VPFM must have the ability to collaborate well and supportively, with strong interpersonal skills, to build trust, cultivate understanding, personally exemplify a customer service orientation, and foster and maintain good working relationships with varied and diverse constituencies, including the President, Provost, senior leadership, campus administration, faculty, staff, and community stakeholders.

The ideal candidate will be a collaborative executive who brings confidence and humility to the task of leading a large service organization in support of the University's mission. This candidate will have broad and deep design, capital planning, construction management, and facility-management expertise, strong communication and relationship skills, a commitment to transparency and service, and the vision and leadership capacity to enable the Facilities organization to manage the broad and evolving range of its responsibilities and expectations. The ideal candidate will demonstrate the capacity to lead a large, complex organization through significant change.

In addition, the successful candidate must possess:

- A track record of success in establishing a vision for facilities management services and capital project delivery that advances mission, maximizes efficiency, and return on investment, and demonstrates effective stewardship of assets.
- Demonstrated success advising executives and trustees on strategic investments in physical-plant assets and in the support staff and resources necessary to optimize them in a complex environment.
- Experience in creating and leading diverse and collaborative teams to address challenges and opportunities.

- Demonstrated ability to engage respectfully with community members at all levels, including administration, faculty, students, staff, alumni, and donors.
- Demonstrated commitment to principles of diversity and equity and demonstrated leadership skills around equity, inclusion, and belonging.
- An undergraduate degree, ideally with a focus on design, architecture, engineering, business, public administration, planning, or a related field.
- A minimum of 10 years of experience in facilities management, operation and administration in a large academic, healthcare, or corporate organization with diverse stakeholders.
- Substantial experience in change management, preferably within an institutional setting, and a track record of innovation in facilities service delivery.
- Significant knowledge of Facilities Operations including building maintenance, central utility systems, campus planning and programming, budgeting, design and construction
- Experience overseeing energy conservation and environmentally friendly construction and renovation initiatives.
- Manage the implementation of the University's Campus Master Plan including oversight of the planning, architectural design, township approval, scheduling, financial management, and construction of the University's capital construction program.
- 
- A track record of success establishing a vision for facilities management services that advances mission, maximizes efficiency and return on investment, and demonstrates effective stewardship of assets.
- Adept at determining priorities and adjusting priorities related to capital project plans, in order to maximize the impact of finite resources in a dynamic environment.
- A strong sense of ethics, and respect for the mission of the University.
- A commitment to the University community and to collaborating closely with all stakeholders.
- Experience leading an organization that includes unionized employees, and experience handling union grievances and contract negotiations

Additional preferred qualifications:

- An advanced degree, ideally with a focus on design, architecture, engineering, business, public administration, planning, or a related field.
- Experience working with a heterogeneous campus or municipality-built environment that includes historic buildings and significant landscape.
- Experience managing and negotiating with collective bargaining agreements with demonstrated ability to resolve complex issues in a timely manner.

### **Villanova Campus and Region**

---

Villanova University is situated on a beautiful 260-acre suburban campus in Villanova, Pennsylvania, and is surrounded by several charming small towns with neighborhoods of established single-family housing and many living, shopping, dining, and entertainment opportunities. It is conveniently located 12 miles west of Philadelphia with three campus rail stops providing quick access to and from the city.

Philadelphia, the sixth-largest city in the US and the second largest on the East Coast, is home to a wide spectrum of neighborhoods and attractions, including world-class museums and historic sites, performing arts venues, award-winning restaurants, and professional sports teams. Philadelphia is conveniently close to New York and Washington, D.C., and the Philadelphia International Airport is 20 minutes from Villanova's campus. For more information about accessing Villanova's campus, please see [here](#).

### To Apply

---

Villanova University has retained [Opus Partners](#) to support this recruitment. Katie Dean, Partner, and Thomas Lapierre, Senior Associate, are leading the search. Confidential inquiries, applications, and nominations can be sent to [thomas.lapierre@opuspartners.net](mailto:thomas.lapierre@opuspartners.net). Required application materials include a resume and cover letter.

\*

*Villanova is a Catholic university sponsored by the Augustinian Order. Diversity and inclusion have been and will continue to be an integral component of Villanova University's mission. The University is an Equal Opportunity/Affirmative Action employer and seeks candidates who understand, respect and can contribute to the University's mission and values.*