**Position Title:** Director, Infrastructure and Security (Hybrid)

**Compensation:** Commensurate with experience

**Start Date:** December 2023

**Location:** Plymouth Meeting, PA

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**Job Requirements**

**Job Description**

The Korman IT Team is being separated into two IT teams, dedicated to either AVE/Korman or AKA. AVE/Korman will have an IT team of 10-15 people in 2024, possibly growing as the AVE company continues to expand and grow with new locations in Santa Clara, CA, Denver, CO, Navy Yard in Philadelphia, and Princeton, NJ.

This new role, IT Director, Infrastructure + Security for AVE/Korman, is essentially the same as role as the current VP for the whole company (see job description), except that the new person will be entirely focused on AVE/Korman.

The role requires a person with a unique balance of knowledge, know-how, experience, skills, and capabilities.

A balance between knowledge of and experience with **infrastructure** and **security**.

A balance of skills between **strategic planning** and **hands-on capabilities**.

An ability to **manage team members and vendors**, but also be **self-reliant, and DIY capable**.

- Recommend and manage short- and long-term initiatives designed to meet business requirements for infrastructure functionality, performance, availability, cost, and business continuity needs.
- Design and administration of server and network systems, storage solutions, virtual environments and cloud architecture, including performance monitoring.
- Organize and manage all phases of projects to ensure on-time, scope and within budget.
- Assist in creating departmental operating and capital budget.
- Guide a diverse IT team; communicate job expectations; assemble and coordinate project team members; assign individual responsibilities, planning, monitoring, measuring, and appraising job results. Shared responsibilities for team management with other IT leaders.
- Partner with the other IT leaders to ensure compliance for infrastructure related IT governance, Legal and Regulatory required policies, and procedures.
- Set strategy and establish standards and ensure compliance and accuracy for assigned technical baselines, including cloud architectures, server technologies, and communication technologies, LANs, WANs, Internet, Intranet, security, wireless implementations, and any devices connecting to, or containing data or systems for the Korman affiliated companies.
- Establish and execute strategic, comprehensive enterprise information security program directives and plans, including all information security training efforts for all Korman affiliated companies ensuring that the confidentiality, integrity,
and availability of information is owned, controlled or processed in a manner compliant with IT Policy and relevant regulatory authorities including but not limited to, SOX, PCI, and GDPR.

- Develop and maintain group information security policies, standards, guidelines and oversee the dissemination of security policies and practices; identify knowledge gaps to increase awareness of relevant information security practices.
- Provide leadership and guidance on information security topics, advising and collaborating on security processes, business continuity, and disaster recovery plans to all Korman affiliated companies.
- Ensure that system and application security design is in accordance with Group IT Policy; consult with other IT team members to ensure that security is factored into the evaluation, selection, installation, and configuration of hardware, applications and software.
- Lead investigations of any actual or potential information security violations and manage escalation of security events.
- Monitor external threat environment for emerging threats and advise relevant stakeholders on appropriate courses of action.
- Provide regular reporting on the current state of information security program to the COO and other senior managers as appropriate.
- Establish metrics and reporting framework to measure the efficiency, effectiveness, and maturity level of the program.
- Liaise with relevant business units (such as Internal Audit, Law, Finance, Safety & Security, Risk Management, HR teams), and external agencies as needed to ensure that the company maintains a strong security posture.
- Work with system administrators and application owners to audit, monitor and validate their environment's security, including conducting gap analysis and other comprehensive internal assessments of existing systems to improve the security infrastructure and mitigate risks.
- Provide oversight to the architecture and engineering of new security systems, including the evaluation of technical designs.
- Support technical resources and ensure they are geared towards delivering secure and safe business change at pace.
- Deploy safeguards that prevent security breaches and keep all company and guest data secure. Implement a response and recovery from all security breaches.
- Identify the need for upgrades or new products that provide assurance, as per a clear strategic plan.
- Assist in building relationships with vendors and overseeing all related IT contracts.
- Work with the COO, other IT leaders, and IT team members on delivering group strategic initiatives and standards.
- Additional responsibilities as assigned.

### Skills & Qualifications:

- Bachelor’s degree or equivalent from an accredited college or university in Information Management, Computer Science, Computer Systems Engineering, or a related field.
- 4+ years of experience in Security, managing and defining strategic technical long-term roadmap
- Security Certification required.
• Multi-site experience required (Multi-Family Apartment or Hotel properties preferred).
• Proven experience as IT director or similar role with a deep knowledge in the following technical disciplines: infrastructure and network design, firewalls, load balancers, middleware, servers and storage, database management and operations, clustering technologies, VLAN/virtualization, cloud/hybrid-cloud technologies, storage area networks, DNS services, active directory and protocols, and telephone, voice, video, and data communications.
• Practical and hands-on experience creating and implementing system, database, network and security architectures.
• Experience working in internal, external and hybrid Cloud environments. Experience preferred with configuring, maintaining, and managing Microsoft Azure Cloud and Office 365.
• Understanding of Microsoft Azure Cloud and Office 365 services and concepts, implementation and administration skills.
• Demonstrated regulator and compliance audit initiatives.
• Strong interpersonal skills and ability to effectively communicate with teams across the entire organization.
• Excellent leadership and decision-making skills.
• Strong documentation and project management skills.
• Experience managing a large IT budget effectively, commercially aware.
• Experience in analysis, implementation and evaluation of IT systems and their specification.
• Excellent organizational, stakeholder and leadership skills.
• Outstanding communication and presentation skills.

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<th>Education:</th>
<th>Bachelor's or equivalent</th>
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<tr>
<td>Certification(s):</td>
<td>CISSP or similar desired</td>
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<td>Travel:</td>
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**Contact Information**

- **Job Reference:**
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- **Fax:**
Websit e: https://www.linkedin.com/jobs/search/?currentJobId=3725723831&f_C=729043&geoId=92000000&origin=COMPANY_PAGE_JOBS_CLUSTER_EXPANSION&originToLandingJobPostings=3725160403%2C3722097797%2C3732189404%2C3754695444%2C3725723831%2C3749141504%2C3704308384%2C3732387107%2C3737422288

Company Information: Korman Communities and AVE is hiring a Director, Infrastructure and Security to join our information technology team. Reporting to the COO of Korman Communities, the Director, Infrastructure and Security will devise and implement the strategic plan related to the stable, secure, and cost-effective operation of the organization’s multi-site IT infrastructure. The role will require establishing cyber security and network standards, as well as leading a team of technologist through deployment of infrastructure adhering to those standards.

Korman Communities and AVE is growing, and we are seeking hard-working and passionate top talent to grow their careers with us! If you are interested in being a pioneer with KORMAN|AVE as we continue to expand our portfolio of properties and enter new markets across the country, apply today for an opportunity to join our winning team!

Korman Communities is a fully integrated, fifth-generation, 100-year-old real estate company with development, management, asset, marketing, and financial capabilities operating throughout the United States as AVE (aveliving.com) with best-in-class, multi-family residential communities and furnished suites. For more information, visit www.korman.com.

This will be a hybrid position based out of our Corporate Office in Plymouth Meeting, PA. Travel to all properties in the AVE portfolio nationwide as requested will be required.

Applications: Applicants should apply via LinkedIn with a resume and identifying salary expectations.