



Radford
UNIVERSITY

Associate Vice President of Facilities Management

Position Profile

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The Opportunity

Radford University invites applications and nominations for the Associate Vice President for Facilities Management (AVPFM). Reporting to the Vice President for Finance and Administration, the AVPFM leads the strategic and operational direction of a comprehensive facilities division, overseeing building maintenance, utilities, grounds, space management, leasing, and custodial services to ensure a safe, efficient, and high-quality campus environment. Providing executive leadership to multidisciplinary teams, the AVPFM drives continuous improvement that aligns operations with institutional priorities while fostering a culture of accountability, collaboration, and service excellence. The AVPFM partners with university leadership and external stakeholders to develop policies, manage vendor relationships, negotiate contracts, and support long-term planning, including infrastructure capacity and capital initiatives. This role offers a meaningful opportunity to shape the overall campus experience overseeing all aspects of financial management, supporting planning and construction efforts, championing sustainability and efficiency while maintaining high standards in custodial operations and service delivery across the campus.

This position is ideal for a motivated leader who is passionate about facilities management with a commitment to service and looking for an opportunity to make a lasting impact in a public university where ideas, individuality and spirit are welcomed.



The Opportunity

Opportunity and Expectation

Unit Oversight

- Provides strategic and operational leadership and management for all aspects of building maintenance, facility services, grounds, utilities, space management, and leasing.
- Builds a culture focused on progressive improvement, high standards of quality and employee engagement.
- Directs and oversees implementation of the division work plan, assigned work, activities, and projects.
- Provides executive direction and control of divisional activities; leads, directs, and reviews the activities and operations of the division.
- Develops and maintains internal standards for facilities; oversees selection and provision of furnishings, fixtures, and equipment.
- Collaborates with other university department leadership to ensure facilities operations meet user needs.
- Recommends and develops division policy and procedures.
- Confers with and provides leadership to division managers and directors in accomplishing division goals and objectives.
- Creates request for proposals and negotiates contract and vendor proposals.
- Hires, trains, motivates, and evaluates personnel and performs oversight on such activities for direct reports.
- Evaluates division service operations and recommends improvements to ensure efficient results and high-quality delivery.
- Ensures compliance with federal regulatory authorities and city and state advisory committees regarding issues such as land use, building code and safety issues, accessibility issues, historic landmark requirements, and others.
- Coordinates issues related to infrastructure capacity such as transportation, utilities, and personnel and future plans for such capacity.

Budget and Financial Oversight

- Directs the management and supervision of personnel in the execution of budget development, accounting, and financial services related to facilities management.
- Supports planning and construction activities to ensure financial obligations for the department are met.
- Develops, plans, implements, and administers division budget goals.
- Monitors budget and controls expenditures to properly administer divisions budget.
- Coordinates with other university financial groups to develop and support processes that ensure efficient and proper management of state and university funds.

The Opportunity

Analysis and Reporting

- Directs the preparation of a variety of statistical and narrative reports for the Board of Visitors and university leadership.
- Presents reports and effectively communicates complex concepts to university constituents.
- Develops or participates in writing specifications for equipment, systems, or services.
- Serves as a liaison for the university's relationships with state and local officials.

Energy Management

- Directs the planning, execution, and maintenance of the university's computerized Energy Management System.
- Oversees the development, coordination, and implementation of strategies and policies to reduce energy consumption.
- Creates policies and systems for buying energy and conducting contract negotiations.
- Liaise and negotiates with contractors, building supply industry, and other relevant organizations.
- Ensures regular review and benchmarking of energy consumption against best practice guidelines.

Housekeeping Operations

- Oversees preparation, management, and implementation of university custodial operations.
- Reviews and evaluates progress, contract compliance, and quality control.
- Ensures regular communication with the Director of Housekeeping Services on budgets, expenditures, and schedules.
- Coordinates effective communication with a variety of internal and external parties.



The Opportunity

Professional Qualifications and Personal Qualities

Required

- Extensive executive leadership experience in facilities management operations, including operational budgeting.
- Demonstrated ability to lead staff while fostering a culture of care, collaboration, and accountability
- Knowledge of building codes and regulations.
- Experience leading and developing cohesive teams, managing performance and productivity, and strategic planning.
- Experience defining ROI and concrete measurement of success for both internal and external constituents.
- Experience working and communicating with organizational leadership.
- Demonstrated intercultural competence and proven effectiveness in working with people from diverse backgrounds.
- Strong interpersonal skills in managing change and building consensus and collaboration.
- Ability to gather and analyze data and make sound assessments.
- Ability to manage multiple priorities in a fast-paced environment.
- Must be able to work collaboratively with diverse constituencies including students, faculty, staff, administrators, and contracted vendors.
- Must demonstrate the ability and willingness to respond to emergencies on an on-call 24/7 basis.



Preferred

- Experience working in a higher education environment with strategic and operational oversight and physical plant and facilities budgeting.

Nomination and Application Process

Jeremy Duff and Denice Purdue with Greenwood Asher & Associates® are assisting Radford University with this search. Applications and nominations are now being accepted. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Nominations, inquiries, and questions should be directed to:

Jeremy Duff

Vice President of Executive Search

jeremyduff@greenwoodsearch.com

Denice Perdue

Senior Executive Search Consultant

deniceperdue@greenwoodsearch.com

How to Apply

Application materials should include:

- A letter of interest that clearly states the applicant's qualifications for the position
- A current curriculum vitae/resume

Please submit full application packets (cover letter and CV/resume) at







[Radford University – AVP Facilities Management Application](#)

For best consideration, please submit materials by May 5th, 2026.

About Radford University

Radford University is a **comprehensive public university of approximately 7,800 students** that has earned national recognition for its undergraduate and graduate academic programs and sustainability initiatives. Known for strong faculty–student relationships, innovative use of technology, and a vibrant campus community, Radford offers a wide range of academic programs and student engagement opportunities on its main campus in Radford, Virginia, online, and through Radford University Carilion in Roanoke, a public-private partnership focused on health sciences education.

 <p>94% placement rate of graduates</p>	 <p>92% of students receive financial assistance</p>	 <p>14:1 student-to-faculty ratio</p>	 <p>81% of 2024 class participated in experiential learning opportunities</p>
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<p>Designated "Top Adventure College" Blue Ridge Outdoors Magazine, 2025</p>	<p>"Best National Universities" Washington Monthly, 2023</p>	<p>National "Opportunity College and University-Higher Access, Higher Earnings" Carnegie Foundation, 2025</p>	<p>"Best National Universities" U.S. News and World Report, 2024</p>
<p>"Best Colleges - 4 stars" Money Magazine</p>	<p>"Best Online Colleges" Forbes, 2024</p>	<p>"Military Friendly School" militaryfriendly.com, 2024</p>	<p>"Green Colleges" The Princeton Review, 2024, Sierra Club, 2024</p>
<p>"Best for Vets" Military Times, 2023, veteran.com</p>	<p>Top Nursing Program in Virginia allnurses.com, registerednursing.org</p>	<p>"Best Bang for the Buck" Washington Monthly, 2023</p>	<p>Best Part-Time MBA Program U.S. News and World Report, 2024, Fortune Magazine</p>
<p>"Top Performers on Social Mobility" U.S. News and World Report, 2024</p>	<p>"Best Graduate Schools" Nursing, Occupational Therapy, Social Work, Speech Therapy U.S. News and World Report, 2024</p>		

About Facilities Management

The Department of Facilities Management is dedicated to support the physical development and growth of Radford University. We are committed to serving students, faculty, staff, alumni and visitors by providing clean, safe, functional, cost-effective and well-maintained buildings and grounds, achieved by well-trained and motivated personnel with effective tools and equipment in order to assist Radford University in meeting its short-term and long-term goals.

Facilities Maintenance and Operations

The department of [Facilities Maintenance and Operations](#) serves the university community through the operation and maintenance of its facilities and grounds including:

- [Administrative Services](#)
- [Building Services](#)
- [Housekeeping Services](#)
- [Landscape Services](#)
- [Motor Pool](#)
- [Signage](#)
- [Surplus & Moving](#)
- [Transit](#)



Facilities Planning and Construction

The mission of [Facilities Planning and Construction](#) is to administer the University's Capital Outlay, Maintenance Reserve, and Annual Building Permit Programs, in addition to providing services for many other projects, meeting the renovation, new construction, planning, and real estate needs of the campus.

Sustainability

The [Sustainability](#) office is committed to integrating sustainable practices into all aspects of our operations and engaging students across the curriculum to learn, discover, and contribute to positive current and future environmental solutions.

Environmental Health and Safety.

The [Environmental Health and Safety](#) office is dedicated to promoting a safe and healthy campus for employees, students and visitors, protecting the environment and complying with applicable regulations.

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Radford University does not discriminate with regard to race, color, sex, sexual orientation, disability, age, veteran status, national origin, religion, or political affiliation in the administration of its educational programs, activities, admission or employment practices.