

KRIS KOPENSKY, CPM

OPERATIONS EXECUTIVE

CARLSBAD, CA 92009

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PROFESSIONAL SUMMARY

People-first real estate operations leader with more than 20 years of experience driving asset performance, operational excellence, and leadership development across commercial, life science, and retail portfolios. Proven partner to executive teams in building scalable systems, strengthening culture, and aligning people, process, and strategy to deliver measurable results.

SKILLS

- Enterprise operations leadership
- Portfolio and asset management
- NOI and EBITDA growth
- Capital planning and execution
- Organizational design and scaling
- Leadership development and succession planning
- Process optimization and standardization
- Systems modernization (Oracle, COVE)
- KPI and performance analytics
- Life science and commercial real estate operations
- Acquisitions and dispositions
- Tenant experience and retention
- Governance and risk management

WORK EXPERIENCE

BIOMED REALTY, LPP, San Diego, CA

10/2021 – 01/2026

Vice President, Operations

- Led 10M SF life science portfolio across 65+ buildings and 250 tenants, ensuring operational continuity, risk management, and consistent service delivery across multiple markets.
- Achieved over 85% tenant retention by coaching leaders on customer-focused retention strategies and proactive issue resolution.
- Built and led a 50-person operations organization, implementing standardized leadership cadence, meeting rhythms, and operating standards to drive engagement and performance.
- Improved capital execution by 70% through streamlined reporting, process optimization, and strengthened collections follow-up.
- Developed next-generation leadership, supporting over 30 promotions into senior and executive roles through director-level coaching, formal training programs, and succession planning aligned with portfolio growth.
- Supported 2M SF of acquisitions, 700K RSF of dispositions, and over 1M SF of development and redevelopment, partnering with leasing and development to deliver 3% average YoY NOI growth.
- Identified over 300K RSF of incremental rentable area through BOMA measurement implementation, representing \$22M in potential annual revenue.
- Led enterprise modernization initiatives across systems, reporting, and governance, including Oracle, COVE CMMS, tenant experience platforms, updated manuals, training libraries, and KPI dashboards for capital, EBITDA, and delinquency.
- Advanced company-wide leadership and culture initiatives through service on the LEAD council and as co-founder of Pride at BMR ERG.

IRVINE COMPANY, LLC, San Diego, CA

09/2004 – 11/2021

Vice President, Operations

- Led 9M SF portfolio with full accountability for culture and KPIs, overseeing 115 team members, over \$350M in annual revenue, and \$50M in annual capital execution.

- Set business strategy and investment priorities in partnership with leasing, aligning reinvestment, development, and acquisition decisions to portfolio performance and growth objectives.
- Executed more than 2M SF of acquisitions and 1M SF of development during San Diego tenure, supporting market expansion and long-term asset value creation.
- Achieved 70% tenant retention achieved despite over 35% annual rollover, supported by a people-first coaching and engagement approach focused on service excellence and customer experience.
- Achieved top NPS scores across over 50M SF national portfolio, reflecting industry-leading customer satisfaction driven by consistent operating standards and team execution.
- Oversaw more than 50M SF of parking operations, focused on operational consistency, revenue optimization, and continuous improvement across multiple assets.
- Promoted from Senior Property Manager to Senior Director in 2009. Promoted to Vice President in 2017.

ADDITIONAL EXPERIENCE

ACE PARKING MANAGEMENT, Irvine, CA

Manager of Parking Services

WALT DISNEY COMPANY, Anaheim, CA

General Lead, Assistant Manager of Attractions

E D U C A T I O N

Master of Business Administration (MBA), Organizational Leadership, BRANDMAN UNIVERSITY, San Diego, CA

Bachelor of Art (BA), Biology, LA SIERRA UNIVERSITY, Riverside, CA

C E R T I F I C A T I O N S

Certified Property Manager (CPM), INSTITUTE OF REAL ESTATE MANAGEMENT (IREM), Chicago, IL

Real Estate Salesperson License, CALIFORNIA DEPARTMENT OF REAL ESTATE, Sacramento, CA

M E M B E R S H I P S

Regional Vice President, INSTITUTE OF REAL ESTATE MANAGEMENT (IREM), California and Hawaii (2025 – 2026)

President, INSTITUTE OF REAL ESTATE MANAGEMENT (IREM), San Diego Chapter (2020 – 2021)

Board of Directors, SAN DIEGO SYMPHONY ORCHESTRA (2019 – Present)

Secretary, UNIVERSITY CITY PLANNING GROUP (2015 – 2024)