

Vacancy at Almond Real Estate

# Chief Operating Officer

**ALMOND**  
REAL ESTATE



**TOP OF MINDS**  
Executive Search



## Requirements

- Over 10 years of experience
- In operations, people and project management
- Real estate background valued
- Strategic mindset with a focus on business growth
- Strong analytical and problem-solving skills
- Excellent interpersonal and negotiation abilities
- Native Spanish, very good English.

 **Madrid**

**Almond Real Estate specializes in granular residential assets, turning undervalued homes into high-performing investments through data-driven acquisition, renovation, and leasing. The Chief Operating Officer will lead the scaling and professionalization of processes, ensuring operational excellence within a fast-growing, design-led, and technology-driven real estate platform.**



# About Almond Real Estate

**Almond Real Estate is a pioneer in Spain's granular residential market. The firm specializes in the complete lifecycle of residential assets, with two core business lines: flipping and rental under the PGR (Prime Granular Residential) model. Powered by proprietary technology, streamlined operations, and a robust ESG framework, Almond delivers strong performance with exceptional precision and efficiency.**

Since 2011, it has refined the full value chain—from sourcing and acquiring individual properties to their renovation, repositioning, and eventual sale or rental by transforming more than 350 underutilized properties into sustainable, modern, design-led homes.

## **From Residential Vision to Listed Growth**

In partnership with a top-tier international investment fund, Almond has taken a significant step forward with the creation of Almond Core Centre—the first residential REIT in Spain with a highly technological focus and a differentiated market approach. In January 2025, the platform debuted on the Portfolio Stock Exchange with a portfolio of over 200 assets in Madrid, valued at €74 million, and a clear objective of scaling to 500 properties.

As the company transitions into this new phase as a listed entity and prepares to expand its platform, the time has come to appoint a Chief Operating Officer (COO) to lead and professionalize operations, ensuring excellence, efficiency and agility to support scale.





# Chief Operating Officer

**The Chief Operating Officer (COO) will lead the scaling and professionalization of Almond Real Estate’s operations, ensuring consistent executional excellence in a fast-growing environment. As the company enters a key phase of expansion, the COO will play a central role in reviewing, improving, and automating core processes to build strong foundations for sustainable growth. Working closely with the Co-CEOs and CFO, they will align operations with business strategy while optimizing workflows.**

As a critical member of the executive team, the COO will oversee the entire operational lifecycle, from property acquisition and renovation to the active management of residential assets. Their focus will be to optimize each phase of the real estate process for efficiency, quality, and value creation. Key responsibilities include designing and embedding scalable systems that protect margins, accelerate execution, and uphold service excellence at every step.

## **Structured Leadership and Hands-on Execution**

This position demands a rare blend of strategic insight, organizational discipline, and practical leadership. The COO will oversee all core departments — including acquisitions, renovations, asset management, and back office — ensuring that each area works in sync and supports the company’s fast-paced expansion. A track record of managing varied teams, from corporate roles to field-based operations, is essential to drive consistent execution in an accelerated growth context.

To succeed, the COO must bring sharp analytical insight, strong problem-solving instincts, and excellent interpersonal and negotiation capabilities. Beyond managing complexity, this person will be responsible for building a culture rooted in excellence, collaboration, and continuous improvement — including performance review cycles, cross-department OKRs/KPIs, and clear communication rituals



A strong background in team leadership, project management, and operational delivery is essential, supported by a business-driven mindset focused on scalability and efficiency.

**“This is a pivotal role at the core of our platform—driving operational excellence, scaling processes, and building the structure needed for sustainable, high-growth execution. The COO’s leadership will bring discipline, agility, and long-term vision to every layer of the organization.”**

**Miguel Morales,**  
**co-CEO and Founder**

This opportunity is ideal for a senior executive with a solid track record in leadership and execution, preferably with prior experience as COO or in a similar role within a mid-sized, asset-heavy organization such as real estate. Based in Madrid, the COO will join a well-capitalized, fast-scaling company entering a new phase of operational maturity. Native Spanish and very good English are essential for managing local teams and international collaborations. With a clear business vision, proprietary tech, and strong investor backing, this is a rare opportunity to shape the operational core of a platform redefining residential investment in Spain.





# Interested?

Almond Real Estate is working with Top of Minds to fill this vacancy. To express your interest, please contact Ana Moya Morales at [ana.moyamoraless@topofminds.com](mailto:ana.moyamoraless@topofminds.com)



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