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## **Beacon promotes de Vaca to chief human resources officer - Ben-Avie named chief of staff**

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Alessandra de Vaca

Jacques Ben-Avie

Boston, MA Beacon Communities, an industry leader in affordable, market, and mixed-income property development, today announced it has promoted two of its team members: Alessandra de Vaca has been promoted to chief human resources officer, and Jacques Ben-Avie will fill the newly created role of chief of staff.

Prior to her promotion, de Vaca was executive vice president, human resources and training at Beacon Communities for two years. In her new role as CHRO, she will continue to oversee talent acquisition, total rewards, employee relations, and learning and development. She will also continue to play a pivotal role in shaping Beacon's response to the challenges of the COVID-19 pandemic related to work function and processes. Additionally, de Vaca will ensure that Beacon successfully navigates the various organizational development and labor market needs inherent with the company's continued growth.

Ben-Avie has been with Beacon Communities for over four years, and will fill the newly created position of chief of staff. In this role, Ben-Avie will support Beacon's chief operating officer and will lead the execution of special project initiatives across the company. Throughout his time at the company, Ben-Avie has grown considerably, having started as an intern before climbing the ranks as a business process analyst, director of special projects, and now chief of staff.

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