



## **Ones to Watch Fall 2022: Hank Minskoff, Douglaston Development**

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Hank Minskoff  
Vice President, Preservation

## Douglaston Development

What recent project, transaction or accomplishment are you most proud of? I am most proud of our team's recent work at NYCHA PACT Linden-Penn Wortman. Through the program, our team is currently rehabilitating 1,922 units of public housing units across 24 buildings and four city blocks in East New York Brooklyn. This work includes full renovations of resident apartments, a complete revamp of the buildings' mechanical systems, the implementation of new facades, revitalization of the shared grounds and the addition of new social services. It is a challenging and massive undertaking, but I'm incredibly proud to be taking part in this pivotal project and look forward to watching it come to final fruition in the years ahead.

Tell us about a mentor or role model that has influenced your career choices? My former executive director Sara Dabbs at HPD was a particularly important role model for me. She has had a major impact on my professional growth, pointing me in the direction of finance and contributing to my understanding of how affordable real estate deal structures work. She encouraged me to learn and grow as a city employee and ultimately as a developer.

What 3 skills do you consider the most important to be successful in your industry?

Public speaking and public listening, financial analysis, and construction management. Public speaking and public listening, specifically, have been vital when working with residents at NYCHA properties.

What is one lesson that you had to learn the hard way?

Navigating the unknowns within the real estate industry. No matter how much you plan, research, and underwrite, there is always something unplanned that will present itself. The most important lesson that I learned as a result is how to stay calm in times of uncertainty and how to work through the problem in real time.