

Role Associate Director, Asset Management, Netherlands

Type of contract Full-time, permanent

Location Amsterdam

About us?

SEGRO is a UK Real Estate Investment Trust (REIT) and listed on the London Stock Exchange in the FTSE 100 index.

For over 100 years SEGRO has been creating the space that enables extraordinary things to happen. We invest in high-quality real estate, actively manage our portfolio and sell assets to crystallise attractive returns. We own, manage, and develop light industrial property and modern warehouses with a portfolio comprising 8 million square metres of space (86 million square feet), valued at £18 billion. We are spread strategically across locations in the UK and in Continental Europe.

Our goal is to be the leading owner, manager and developer of industrial properties in Europe and the partner of choice for our customers.

Why work for us?

94% - employees feel engaged (2020 employee survey)

SEGRO is a friendly, vibrant community. We believe SEGRO people are amongst the best in our industry. We have a talented and committed team of employees in the UK and across Continental Europe. Our aim is to continue to attract, develop and retain the best and brightest employees in the industry.

We are proud of our track record in spotting and nurturing talent. Our ambition is to make sure every individual has the opportunity to maximize their potential and their careers with SEGRO.

What are we looking for?

We are currently looking to appoint an Associate Director, Asset Management, Netherlands to proactively manage the performance of the Dutch property portfolio with a view to increasing rental returns whilst minimising vacancies and maintaining good business relationships with customers, advisors and other stakeholders and to lead, manage, develop and motivate a team of direct reports in the pursuit of the above objectives.

The role's principal accountabilities will be:

Strategy / Team Leadership:

- To actively participate with other members of the Business Unit in the formulation and implementation of the Budget and Medium Term Plan (5 year Business Plan) and individual Estate Asset Plans.
- To build an Asset Management Strategy which ensures the maximisation of income and customer retention within the portfolio through active asset enhancement schemes /initiatives which contribute into the valuation process.
- To contribute towards the preparation of budgets, capital expenditure programmes and for managing the P&L elements within your control.
- To select, appoint and manage advisors and consultants against agreed KPI's to ensure service delivery.

- To be responsible for the contribution to the valuation process, inform the internal and external team with accurate asset information and actual market knowledge.

Asset Enhancement:

- To be responsible for the process for Indexations, lease renewal negotiations and open market rent reviews by acting appropriately and accurately yourself or – if applicable - via our agents and through the internal team
- To engage with existing customers proactively to find solutions to their business needs, securing new lettings where they are expanding or contracting whilst ensuring back-to-back deals where possible.
- To steer and monitor capital expenditures in collaboration with Property Management and internal and external technical experts.
- To maximise capital value for SEGRO with strengthened lease covenants by restructuring (re-gearing) leases
- To increase the added value of the portfolio by contributing to our client's needs with regards to continuity and development of their business operations, such as renewable energy, creating local communities and building networks.
- To creatively manage a portfolio of assets as you would your own business, conducting cost benefit analysis and focusing on the big wins accordingly.
- To manage customer applications to assign and sublet, while maintaining covenant strength.

Negotiation and Deal completion:

- To communicate clear mandates to agents and solicitors in the extended team, to ensure they are empowered to represent SEGRO in customer negotiations.
- To focus on the detail (e.g. the impact of changing a particular clause) (and coach the team) to deliver each deal with maximum return.
- To manage the take-back process ensuring surrender premiums are maximised and coordinate back-to-back deals and refurbishments with the Property Management team.
- To monitor and mitigate property tax expenditure, through short term lettings, appeals and other means.
- To be responsible and proactively approach tenants in the event of disputes to maintain a good relationship and support the Property Management Team with clearing out aged debts.

Team working:

- To work as a team with colleagues in Development, Property Management, Leasing and Investment for refurbishments / pre-let schemes / widening of building and operational permits.
- To be responsible for managing the portfolio's credit control matters and directing the credit controller as necessary including the management of any insolvency proceedings.
- In conjunction with the Property Management team, to build and promote occupier satisfaction with existing customers.

You will have...

- Experience of property Asset Management
- Experience of Property Management
- A deep understanding of the commercial property industry, market trends and legislation
- Financial rigor and a track record in sound business deals (renewals and re-gears)
- An ability to plan ahead, understand and partner with customers and find creative solutions to maximise customer retention and growth
- Experience of using Argus Enterprise and property management systems
- Intermediary level MS Excel skills
- Excellent English both verbal and written

It would also be nice for you to have...

- Member of RICS
- Experience of industrial property
- Knowledge/ experience of at least one other property sector
- Intermediary level IT skills
- Experience of Argus Developer

Special job requirements:

- A Full current Driving Licence
- Ability to attend networking events, industry dinners and functions outside of core hours when required

What we offer...

We provide excellent opportunities for training and development, supporting employees with their career ambitions. We have a range of high-quality education and training on personal and professional skills that enable our people to fulfil their potential.

All employees participate in our annual bonus scheme and have the opportunity to own a stake in the company through share schemes open to everyone.

Competitive package including; 30 days annual leave and lunch vouchers. As well as a wellbeing programme and an annual charity day of giving.

How to apply:

If you would like to be considered for this role, please send your CV with covering letter detailing your suitability for the role to EURecruitment@SEGRO.com

**SEGRO is an equal opportunities employer.
No Agencies please.**

At SEGRO we want all of our people to be able to reach their full potential and thrive and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.