

ESCALIER

EXECUTIVE SEARCH

A boutique executive search and advisory firm
in real estate and infrastructure

We are very pleased to send you our newsletter with the latest developments at Escalier and in the real estate industry. The market is developing rapidly and very challenging for all existing firms, start-ups and new entrants. From now on we will inform you on a regular basis via this E-News.



About Escalier

Escalier is a boutique executive search and advisory firm for the real estate and infrastructure sector. We have been working across Europe for more than 20 years where we help our clients to find the right candidates. Escalier helps fill positions for hi-potentials, senior management, executives and supervisors in the real estate sector. The two managing partners are Jacques Craenen and Jeroen Schuur and our office is located in Naarden-Vesting.



People on the move



Global investor and asset manager AXA Investment Managers - Real Assets (AXA IMRA) has appointed **Crispijn Stulp** as Head of Asset Management & Transactions for the Netherlands market. In addition, Robbert-Jan van Baal, who joined AXA IMRA in 2007, has been promoted to local Head of Asset Management, reporting to Stulp. Guy Head of Asset Management & Transactions, Benelux at AXA IMRA

commented: 'We have ambitions to strengthen our presence in the Netherlands and expand our clients' portfolios in those sub-sectors where we have already built up local expertise. Crispijn is the ideal candidate to lead this drive, as he joins with a wealth of valuable experience, giving me confidence in our ability to meet our growth objectives in this market.'

- Lloyds Banking Group has appointed **Madeleine McDougall** as Head of Real Estate Lending. She is the successor to John Feeney, who has been promoted to Head of Global Corporates.
- New President Supervisory Board Unibail-Rodamco: **Colin Dyer** has been nominated by Unibail-Rodamco as the new Chairman of the Supervisory Board and successor to Rob ter Haar, who retires.



Luurt van der Ploeg has named Chairman of the Supervisory Board of NSI during the general meeting of the shareholders. Van der Ploeg is replacing Hans Breukink.

- **Drs. Mariëlle Paul** is the new Communications Director at the listed building company BAM. She will focus on further developing BAM's internal and external communication activities.
- JLL has appointed **Neil Murray** as CEO Corporate Solutions EMEA. This part of the company works globally for companies to improve their real estate performance.



Marieke van Kamp has been named new Chairman of the European Association for Investors in Unlisted Real Estate (Inrev). Matthias Thomas resigned as CEO of Inrev in the autumn of 2016.

- **Walther van Leeuwe** (40) started as Development Manager on 6 March 2017 at the development company of Syntrus Achmea Real Estate & Finance. Prior to this position he was working at Provast, managing complex commercial project developments since 2011. Van Leeuwe is focusing on the redevelopment and acquisition of large-scale retail projects at Syntrus Achmea RE & F.
- Paris-listed REIT Gecina is hiring **Valérie Britay**, a Managing Director at French peer Unibail-Rodamco, to lead its €9.4 bn office division.
- CBRE has appointed **Phil Cann** as Head of Investment Properties in the UK with effect from 1 June.



Multi Corporation - Blackstone's retail property platform in Europe - has announced that, as of 30 April 2017, **Jaap Blokhuis** has stepped down as CEO of the business, making way for the appointment of former Atrium CEO **Josip Kardun**. Statement from

EuropaProperty.com: Josip Kardun said: "I am delighted to join Multi Corporation and have been impressed by the spirit, initiative, and creativity of the team that I will lead. I look forward to working closely with my new colleagues at Multi and at Blackstone as shareholder to continue to improve and to expand the existing portfolio. I have always admired Multi's reputation for innovation and excellence, and look forward to building on that key strength in the years to come."



Managing Director **Jeroen Lokerse** at Cushman & Wakefield announces 8 new partners:

- **Michiel van den Bout**, Partner Capital Partners Markets Logistics
- **Hans Hinfelaar**, Partner Valuation & Advisory
- **Erik Kaman**, Partner Valuation & Advisory
- **Jan Verhaegh**, Partner Industrial
- **Collin Anders**, Partner Global Occupier Services
- **Michel Wilhelm**, Partner Capital Markets
- **Vincent Huizinga**, Partner Valuation & Advisory
- **Mees Besselaar**, Partner Agency & Offices



Henk Jagersma has resigned as Management Board Chairman of investment manager Syntrus Achmea Real Estate & Finance (SARE&F) after nine years on the job.

- Royal BAM wants to appoint Paul Sheffield as a member of the Supervisory Board. He follows Peter Elverding who retires for health reasons. Sheffield worked at Laing O'Rourke, one of the largest private construction companies in the United Kingdom, from the beginning of 2014 to 2017 as member of the Group Executive Committee. Prior to that he worked for 31 years at the British listed building and real estate company Kier, of which he has been CEO for the last four years.

- There is also news about the Board of the IVBN. Dick van Hal, Executive Chairman of Bouwinvest Real Estate Investment Management, takes over the chairmanship of IVBN from Henk Jagersma, who is stepping down. The composition and role of the board of IVBN is now as follows:
 - **Dick van Hal:** Chairman and portfolio Integrity
 - **Dick Gort:** portfolio Offices
 - **Gertjan van der Baan:** portfolio Residential (and Vice-Chairman)
 - **Guido Verhoef:** portfolio Strategy and Research
 - **René Vierkant:** portfolio Retail
 - **Roel van de Bilt:** portfolio Sustainability

- **Adriaan Nühn** and **Hein Brand** have been appointed as members of the Supervisory Board of Wereldhave. Nühn worked in various positions at Sarah Lee since 1990. Prior to that, he worked with Procter & Gamble. Currently he is Chairman of the non-executive board of Takeaway.com and Non-Executive Director at Cloetta AB Sweden. He follows Joop van Oosten as Chairman of the RvC of Wereldhave. Brand is the former CEO of ING Real Estate. He started his career at Royal Dutch Shell. Currently he is a member of the Supervisory Board of Syntrus Achmea Real Estate & Finance and of Cocon Vastgoed. He follows Joost Bomhoff in the Wereldhave RvC

- CBRE Global Investors has appointed **Ronald van der Waals** as Fund Manager of the CBRE Dutch Office Fund. Since 2008, Van der Waals has worked with CBRE Global Investors, last in the role of Portfolio Director for the Dutch Office Fund. He previously worked as a Portfolio Manager for a large European separate account, contributing to the growth of the diversified portfolio in Europe. He has been active in the real estate sector for ten years. Van der Waal will replace Sophie van Oosterom, who was appointed Interim Manager for DOF in September 2016.



Jaap van der Bijl CEO at Altera Vastgoed N.V.

Jaap van der Bijl has been in the position of Chief Executive Officer at Altera Vastgoed N.V. since November 2016. Before that, Van der Bijl was Managing Director Investor Relations at Syntus Achmea Real Estate & Finance. Altera Vastgoed N.V. is a private (not listed) property fund manager with invested assets of € 2+ billion. Three sector-specific portfolios are all managed within the framework of one single company: residential, retail and (light) industrial, all with a focus on the urban conglomeration Randstad and on metropolitan regions within the Netherlands. Since the appointment of Van der Bijl, the company's strategy has been sharpened. Regarding the residential portfolio, Altera maintains its focus on the middle rental segment. On retail the focus was shifted towards Food & Convenience shopping whereas the industrial portfolio is now focusing on non-traditional office buildings such as the food/agriculture and medical industry. Van der Bijl emphasises that these sectors amplify each other and that's why Altera preferably invests in these sectors in one and the same region. What's more, the cities benefit from this with regard to their drawing power and economic outlooks.



Bernardo Gogna, Schiphol

International Alliance

Escalier is one of the founders of The Ferguson Partners European Strategic Alliance: a European network of executive search organizations specializing in the real estate industry. As the globalization of the real estate industry continues, so does the demand for talent. As experts in each of the geographical markets we represent, together as the Alliance we provide clients with the best possible talent across Europe. Last year Escalier was the leading partner in a complex cross border search for Schiphol Group to recruit the Management Team for the Capital Program. Schiphol is on the eve of several extensive infrastructural investment projects, including the construction of a new pier and terminal modifications to the landside infrastructure and parking facilities and improvements to the train and bus station. For these assignments, we worked together closely with Serena Althaus, our partner based in London. Jeroen Schuur says: "The cooperation with Schiphol and Ferguson was intense and inspiring. The Board of Schiphol board was very pleased to appoint **Bernardo Gogna** as the Capital Programme Director. He has more than 25 years' experience in international architecture, program management and large infrastructural projects on airside and landside.

Altera asked Escalier to find a suitable successor to René Hogenboom. Escalier has played an active role in formulating an accurate job description and has conducted several interviews with amongst others the chairman of the Supervisory Board and members of the Executive Board. It was of great importance to Altera that the profile would match the company's long-term vision and that the candidate would be a perfect fit for this profile. Escalier then started her search for suitable candidates to which end they came across Jaap van der Bijl in their network. Van der Bijl: "the procedure has been transparent throughout and all steps have been clearly communicated in advance. The job profile matches my own personal profile. Both Altera and myself have found it extremely worthwhile how Escalier knew how to work towards an end date and quicken the process so both parties could do business. Escalier is a well-established name in the real estate market – both on the supply and demand side."

As Programme Director for New Doha International Airport in Qatar, he was involved in this airport's development from start to finish. He has also worked on several other international projects including Istanbul New Airport, Fiumicino North Masterplan and Philadelphia International Airport. 'As one of the big names in the world of airports, Schiphol is in it for the long haul. The passenger-centric focus has driven the operation from day one and still onward today, with Schiphol's intriguing goal to be Europe's Preferred Airport. We are actively building this future with the Capital Program. I especially value the interaction we have with many aviation experts. We need their unique knowledge in order to deliver all infrastructural facilities in line with schedule, costs, quality and safety targets. When I travel, I also enjoy long-haul flights to destination such as Hong Kong, New York City or Dubai. It is simply nice to experience a different place.'

Upcoming Events to meet Escalier

- Provada: 30, 31 May & 1 June in Amsterdam
- Expo Real: 4-6 October 2017 in München
- MapiC: 15-17 November in Cannes
- MIPIM: 13-16 March in Cannes

Events where Escalier was present

- **MIPIM** in March: Every year Escalier attends the most important expo of the global real estate industry. Jacques and Jeroen got inspired by interesting keynotes and meetings with all different professionals .
- Study trip **NRW**: Since our tremendous exposure in retail Jacques joined the NRW Study Trip to San Francisco end of last year. By looking at interesting concepts abroad the group got inspired to formulate new ideas for the Dutch market as well. Read the [article](#) by Hans van Tellingen.

- In February Escalier attended the annual **ULI Europe Conference** bringing together decision makers from all sectors of the real estate industry, including institutional investors, funders, developers, advisers, planners, architects and city leaders. Again the conference provided the perfect forum for us to gain new insights into the latest real estate trends, as well as make new connections and strengthen existing relationships.
- **Vastgoedmarkt Trends Congres:** in April this year Escalier attended this interesting afternoon at the ABN Amro Head Office in Amsterdam. The topic of the day was the residential sector and André Snippe was awarded with the Real Estate Man of the Year Award.
- Jeroen attended the **Passenger Terminal Expo** in Amsterdam in March, The world's leading international airport conference and exhibition. Again an exceptional opportunity to meet industry leaders share their innovations, knowledge and insight through a comprehensive and diverse range of topics like large and complex infrastructural projects and asset management trends.
- In May Jacques and Jeroen we invited to the first Retail Event of the Year in Amsterdam an initiative of VG-Visie and Cushman & Wakefield. Interesting contributions from different stakeholders in the retail industry and great winners of several retail awards (Rituals and others)

New office location

Early this year, Escalier has moved into a new and beautiful office location in the heart of Naarden-Fortress, just outside Amsterdam. Our new location facilitates our clients and candidates much better and we expect the pleasant atmosphere will inspire and motivate everyone. We cordially invite you to visit our new office, for a cup of coffee and to talk about the updates to your curriculum vitae.



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