

ESCALIER

EXECUTIVE SEARCH

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

Summer break

The holiday season has already started and we can look back on a very successful first half of this year. The market is still challenging, with a growing demand for outstanding talent. We were involved in several interesting assignments in Benelux, UK and Germany and expect this to go on the rest of the year. In this newsletter we will inform you about some achievements in recruitment and also tell you about conferences we have attended. After the summer we hope to meet you at different events and trade fairs but for now we would like to wish you a good holiday season and a very pleasant summer!

Past events

On July 11th we attended IBREA Nederland Meetup: Blockchain meets Real Estate at the ABN AMRO office, organised by IBREA NL & Holland PropTech. Escalier also attended the IAM Annual Conference in Manchester, a multitude of formal and informal networking opportunities as well as an exhibition offering the latest innovations in asset management in critical infrastructures.

Diversification & young talent

Escalier considers it a very positive trend that many real estate media partners and associations are organising special events for the younger generation, such as the Yardi/VGM Young Talent Award, ULI's Young Leaders programme and the NRW New Generation Events. This new generation professionals are the decision makers of the future and therefore Escalier is supporting their careers. We encourage the increasing diversity ambitions of real estate organisations as regards age, gender, backgrounds and faith.

International expansion

A substantial number of foreign investment companies are searching for property in the Netherlands to further expand their business. Escalier assists these companies by attracting executives to manage the platforms in the Benelux. Escalier recently completed searches for Round Hill Capital, AXA IM Real - Assets and Fidelity International.



People on the move

CA Immo appoints Head of German Investment Management



Michael Morgan has been appointed co-Group Head of Investment Management and Managing Director of CA Immo Deutschland. He will oversee investment management across the CA Immo group together with Hedwig Höfler, focusing particularly on Germany. Morgan most recently served as International Partner and Head of Investment at Cushman & Wakefield's Frankfurt office. Prior to this, he held various managerial positions with such firms as Dragon

Real Estate, Hines Immobilien, Shaftesbury Asset Management Germany and Union Investment Real Estate. Morgan studied Real Estate Management at Oxford Brookes University and Real Estate Economics at the European Business School in Östrich-Winkel.

Nicole Maarsen Director Property Investments



Syntrus Achmea Real Estate & Finance has appointed **Nicole Maarsen** Director of Property Investments. She will be responsible for housing, retail, offices, international property and development operations. Maarsen has been tasked with management, acquisition and property sales as well as product development. On the executive board, Maarsen will join Cindy Rombouts, Director of Finance & Risk, and George Dröge, who has been acting as interim

director since the departure of Henk Jagersma. Until recently, Maarsen was an independent adviser for HAL Investments and Round Hill Capital.

M7 appoints co-head asset management Germany



M7 Real Estate (M7) has appointed **Philipp Jakubowicz** as co-Head of Asset Management, Germany. Together with his co-Head, Alfred Garbe, he will lead the twelve-strong asset management team and have responsibility for the performance of the German real estate assets managed by M7. Jakubowicz is based in Frankfurt and will be responsible for the Frankfurt and Düsseldorf offices while Alfred Garbe is responsible for the Berlin, Hanover and Stuttgart offices. Both report directly to M7's German Managing Director Alyssa Huse. Jakubowicz has over 15 years' professional experience in the real estate sector. Prior to joining M7, he was Transaction and Lease Manager at Siemens Real Estate where he was responsible for the group's own commercial property.

New Director-Generaal Rijksvastgoedbedrijf



Annet Bertram is to be Director-General Real Estate and Business Administration and Director-General Rijksvastgoedbedrijf at the Ministry of Home Affairs and Kingdom Relations.

Patrizia appoints Dirk Bootsma as Director International Capital Markets



Patrizia Immobilien has appointed **Dirk Bootsma** as Director International Capital Markets for Europe. He is based in Patrizia's office in Amsterdam and will strive to raise worldwide funds for the company's funds, focusing on development across Europe. "Dirk has a wealth of experience from one of Europe's largest institutional investors and this will be of immense benefit to our European capital markets knowledge and capabilities," said Wolfgang Egger, CEO of Patrizia Immobilien. "We work together with more than 200 institutional investors, the majority of whom have invested in multiple products." Bootsma, 38, has 13 years' experience with pan-European real estate investment management. Prior to his arrival at Patrizia, he worked for PGGM for five years as Director of Private Real Estate Investments. Bootsma holds a Master's degree in Business Administration and Real Estate Investments & Finance.

Thomas Oostwal Investment Manager at Orange Investment Managers



Thomas Oostwal (39) started as Investment Manager at Orange Investment Managers in Amsterdam on 1 June 2017. He will focus on asset management and the expansion of the underlying parking garages. Before joining Orange, Oostwal held positions at, among others, Annexum and Q-Park. He holds an MBA from the Rotterdam School of Management.

CBRE GI appoints Laurie Lagarde as Logistics Portfolio Manager



CBRE Global Investors has appointed **Laurie Lagarde** as Portfolio Manager across Continental Europe, based in Paris. Lagarde will be overseeing portfolio strategy and performance of pooled funds dedicated to logistics in Continental Europe. These include the European Industrial Fund (EIF), a perpetual fund which owns a portfolio of logistics assets in France, Germany, Benelux, Iberia and Italy. Lagarde joins CBRE Global Investors from Prologis where she was Vice President Transactions Officer for seven years. She was in charge of all acquisitions and dispositions of logistics assets for Southern Europe and therefore brings a wealth of knowledge and experience to her new role.

Michiel Assink General Director WDP Nederland



Logistics real estate developer WDP has appointed **Michiel Assink** as the new CEO of WDP Netherlands effective from 1 January 2018. Assink has been working at broker CBRE since 2004, leading the Industrial and Logistics team in recent years. He will be taking over from Rien van Ast, who will be focusing on establishing contacts with potential customers and realising complex projects.

Richard Baltus CFO Urban Industrial (UI)



Richard Baltus was appointed CFO at Urban Industrial (UI) corporation on the 1st of July. He is the third partner in UI, alongside founders Jan Brouns and Arthur Verkerk. Baltus has been Managing Director of Timeless Investments for the past nine years. Prior to that he worked with Arthur Andersen and Honeywell in various financial positions. He is responsible for finance, reporting, back office and business development. UI focuses on investing in and financing industrial real estate. The real estate portfolio has grown to over EUR 210 million in a scant two years. The loan portfolio amounts to EUR 25 million.

People in the spotlight:

Rob Zeedijk Director Real Estate Benelux at A.S. Watson



Rob Zeedijk (49) is to assume the position of Property Director Benelux at A.S. Watson on the 1st of August. Prior to this, Zeedijk was Manager Building

& Real Estate Benelux at C&A, where he started as Manager Real Estate, Construction and Interior Netherlands in 2010.

Family business C&A has been successful and leading in fashionable and affordable clothing for many generations. Nick de Maeyer, previously active as Real Estate Manager Benelux at C&A, will succeed Rob on the 1st of November. Rob has also fulfilled many different roles within retailer HEMA.

What Rob liked most at C&A was the collaboration with the international teams and the good working relationship with his management. He wasn't looking for a new job, but after 7 years in the same company he considered it might be about time for a next move. When Jacques Craenen, who already had spoken to Rob several times in the past, called him to ask if he was interested in a new job, Rob was open to more information. The position at A.S. Watson sounded very appealing. Rob already knew Jacques and Jeroen quite well through different network events, such as Mopic. Escalier immediately thought of Rob as potentially being the right candidate for this function.

A.S. Watson Group was established in Hong Kong in 1841 and is the largest international health and beauty retailer in Asia and Europe with over 13,300 stores

in 25 markets and brands such as Kruidvat, Trekpleister, ICI PARIS XL, Pour Vous and Prijsmepper.

Every year, over 3 billion customers and members visit the 13 retail brands in stores and online. With over 130,000 employees worldwide, including 12,900 in Hong Kong, A.S. Watson Group is also a member of the world-renowned multinational conglomerate CK Hutchison Holdings Limited.

A.S. Watson was looking for a new Director Real Estate. They also have plans to further grow the portfolio. The Director Real Estate Benelux is responsible for the entire portfolio and the country managers report to the Director Real Estate.

After several conversations with Escalier Rob decided to accept the job, as he is looking forward to further growing the portfolio and also to managing the existing properties in Belgium and the Netherlands. Rob loves the retail sector because it is an interesting market with continuous development and never a dull moment.

Rob Zeedijk: "The contact with Escalier has been very good and Escalier has always been interested in my career, so they knew that this job was perfect for me. Escalier has good knowledge of the retail sector and they know all the important players in this sector very well. The entire process was very professional, decent and during the negotiations they also advised me about the conditions of employment."

Upcoming Events to meet Escalier

GRI: 11-12 September 2017 in Paris

PropTech & Innovation Briefing: 20 September 2017 in London

Expo Real: 4-6 October 2017 Munich

NYC Real Estate Tech Week 2017: 9-11 October in New York

MIPIM Proptech Summit: 11 October in New York

IBREA Blockchain & Real Estate Conference: 11 October in New York

Mapic: 15-17 November in Cannes

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 to help our clients find successful candidates. Escalier helps fill positions for high 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 (Amsterdam area). Escalier is Alliance Partner of Ferguson Partners Europe Ltd in London.



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