

## Fresh start

The summer season is now really behind us and we hope you have enjoyed a great holiday. During the summer, Escalier has been active in meeting both new and existing clients and candidates and we are ready for the always busy autumn months. In this newsletter, we are bringing you the latest updates on some of our achievements in recruitment and events we have attended. In the coming months, Jacques and Jeroen plan to visit some international trade fairs and conferences and we hope to see you there!

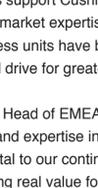
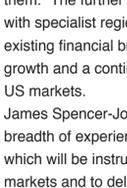
## Past events

### GRI - Paris summit 2017

Over 500 senior real estate lenders, developers and investors gathered in Paris for the 19th Europe GRI. The Escalier consultants and alliance partner Ferguson executive were present. Participants discussed asset performances and shared business strategies as well as geographic economic issues regarding the real estate sectors. During these two days, it became clear that the threat of a Europe bubble still looms, the exit of global capital worries most and uncertainty over interest rates abounds. Next events for Escalier to attend will be the Expo Real in Munich and the PropTech conference in New York, both in October.

## People on the move

### Cushman & Wakefield has hired Maud Visschedijk (36) and Maarten de Jong (35) to further build its Dutch based Debt & Structured Finance activities as part of the company's continued growth across EMEA.



**Maud and Maarten** will focus on structuring and arranging debt for real estate investors and developers within the larger Capital Markets Group. Visschedijk and De Jong both previously worked at CBRE Debt & Structured Finance and have an "extensive professional network of national and

international lenders and a proven track record in debt arrangement". Visschedijk has a banking background at ABN AMRO Real Estate Finance. In 2013 she finished her MSRE at the Amsterdam School of Real Estate. De Jong was previously at FGH bank and SNS Property Finance.

Jeroen Lokere, Head of Netherlands Cushman & Wakefield: "The announcement of Maud and Maarten is a milestone in our positioning of market leadership. The Debt Advisory business is rapidly growing in the Netherlands and with Maud and Maarten, we have hired an experienced team. I am pleased that they have chosen Cushman & Wakefield and look forward to working with them." The further hires support Cushman & Wakefield's growth of its Structured Finance business with specialist regional market expertise. Under the direction of James Spencer-Jones various existing financial business units have been brought together with certain jurisdictions targeted for growth and a continued drive for greater alignment across Europe and with the firm's strengths in US markets.

James Spencer-Jones, Head of EMEA Debt & Structured Finance said: "Maud and Maarten have a breadth of experience and expertise in structuring a wide variety of transactions in the Netherlands, which will be instrumental to our continued growth of this business in another of our key target markets and to delivering real value for our clients. We are delighted to welcome Maud and Maarten to the business.

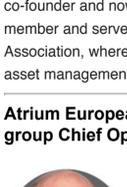
### Multi Corporation has announced that COO Heino Vink has left the company as of 1 September



**Heino Vink** held various leadership positions at Multi Corporation, Blackstone's European retail property platform, during his 18-year career with the company, including heading Multi Netherlands and North-Western Europe as Managing Director until 2011. He joined the Multi board in 2011 and has been COO since 2013. Vink is proud to have been part of Multi through the many phases of the company's evolution. 'Multi is an industry

leader with professional and inspiring colleagues,' commented Vink. 'After 18 exciting years with the company, it is now time for new challenges.' Since Blackstone acquired Multi in 2013, Vink has helped transition the firm's focus from development to asset management, growing Multi's asset base and executing the divestment of non-core activities. 'During his long career at Multi, Heino's many achievements include the realisation of numerous award-winning shopping centres in Europe, some of which are still managed and owned by Multi to this day,' said Josip Kardun, CEO Multi Corporation.

### Rüdiger Dany appointed as COO Multi Corporation



**Rüdiger Dany** who resigned as Chief Operating Officer of Atrium European Real Estate last June, has been appointed as the new COO of Multi Corporation, Blackstone's European retail property platform, as from 1 October. Dany replaces Heino Vink, who has left Multi Corporation to pursue a role outside the company. Dany has extensive experience in mall management operations, leasing and asset management. He was

internationally active for many years in various countries and with a number of shopping centre companies such as Atrium and ECE. From October, Multi's management board will consist of CEO Josip Kardun, who also previously worked for Atrium, Steven Poelman (CFO), Rüdiger Dany (COO) and Patrick van Dooyeweert (CDO/CIO), who is also responsible for Multi Turkey.

### Global property advisory firm JLL has appointed Pieter Hendrikse as CEO of its Netherlands business



**Pieter Hendrikse** was previously Head of EMEA at CBRE Global Investors. Effective on 1 November, Dutchman Hendrikse will replace Vincent Querton who left JLL earlier this year. JLL has Dutch offices in Amsterdam, Rotterdam and Eindhoven, serving both investor and occupier clients, and employs 220 people. Hendrikse brings more than 25 years of experience in real estate, most recently as CEO Europe, Middle East and Africa at CBRE

Global Investors, the former ING Real Estate Investment Management, where he filled several positions from 1999 in The Hague and Schiphol. He stepped down as European CEO of CBRE Global Investors in April 2016 but continued to work with the company through a transition period. Jeremy Plummer now heads the EMEA business. Hendrikse was also a member of the global executive committee, global investment committee and was global leader of sustainability for the business. Hendrikse is involved with many industry associations such as INREV, where he was the co-founder and now is an honorary member. He is currently a ULI Europe executive committee member and served as a board member at DUFAS, the Dutch Fund and Asset Management Association, where he represented the real estate sector in the Netherlands for the Dutch fund and asset management industry.

### Atrium European Real Estate has promoted Scott Dwyer to the position of group Chief Operating Officer with effect from 1 October



As of 1 October, **Scott Dwyer** will replace Rüdiger Dany who has been appointed as COO of Multi Corporation. Originally from Australia, Dwyer has been CEO of Poland at Atrium, a CEE-focused retail property company, since joining the group in October 2014. Dwyer has over 20 years' experience in Central and Eastern European markets where he has held several senior management roles within the real estate industry. He

previously worked for US company Heitman International as Portfolio Manager, overseeing its European real estate business. From 2009-2012, he was General Manager at ING Real Estate Development with responsibility for CEE, Germany, Switzerland and Italy as well as heading up the retail activities across the business. From 2002, he spent seven years with Rodamco Europe/Unibail-Rodamco, expanding and managing its CEE portfolio as Managing Director of Central Europe.

### CBRE has appointed Sarah Stevens as Senior Director in the UK planning team



**Sarah Stevens** specialises in town/city centre regeneration projects as well as large-scale residential-led schemes. She has extensive experience in advising both public and private sector clients across England including Land Securities, The Crown Estate, British Land, Hammerson, TH Real Estate and Wates. She joins CBRE from planning consultancy Turley and will be based in London. Stevens has worked on some of the UK's biggest

regeneration schemes, including securing hybrid planning permission for Croydon Council for the 7-hectare Fair Field site near East Croydon station and providing full planning services to Land Securities and The Crown Estate securing permission for Westgate, a major retail-led scheme in Oxford city centre which opens in October.

### Property adviser Cushman & Wakefield has appointed Rob Seabrook to lead transactional activity in its EMEA hotels and hospitality team



**Rob Seabrook** will join the firm as a partner in Q1 2018 and work alongside Jon Hubbard, head of hospitality EMEA. Seabrook has 17 years' hotel investment experience and joins from CBRE where he has led the firm's UK hotel investment team for the last three years. Notable transactions in which he was involved include the sales of the Jupiter Portfolio for £160 mln, the Regency Hotel at 100 Queensgate, London, for £110 mln and the Fitzpatrick

hotel portfolio in Dublin for €150 mln. Prior to that, he spent 20 years at JLL, rising to the position of managing director for UK & Northern Europe Transactions before joining Savills as head of hotel agency between 2010 and 2014.

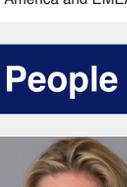
### Don Watros, who led the expansion by Hudson's Bay Company (HBC) into Europe, is to leave the Canadian department store group



The announcement that **Don Watros** is stepping down from the role of President of HBC International came a day after the group confirmed it will open a network of 12 stores throughout the Netherlands in September. Watros' departure follows the exit of two other HBC executives, Paul Beesley and Brian Pall, respectively Chief Financial Officer and Head of Real Estate, in May and June this year. 'With a seasoned leadership team in

Europe and our plans to bring Hudson's Bay to the Netherlands and Watros off 5TH to Europe coming to fruition, the time is right for me to pursue my next chapter,' Watros said in a statement. Watros has been with HBC for 11 years. He was appointed as President of HBC International in January 2015. Previously, he served as President of HBC and before that as Chief Operations Officer. His involvement with HBC during the acquisitions of Lord & Taylor and Hudson's Bay Company.

### Wout-Jan Ykema has announced to resign from his role at CREME Nederland



The reason for Ykema's resignation from CREME Nederland is his departure from his current employer, Randstad, where he has been working as Corporate Real Estate Manager. **Wout-Jan Ykema** becomes a partner at The Support Factory (an advisory/project management company specialised in housing and facility management) and can no longer represent the association in his capacity as end-user.

In consultation with the board, it has been decided that Ykema will continue to fulfil the chairman's role until a suitable successor has been found. Ykema has been a member since the establishment of CREME Nederland and was appointed as chairman in 2014. CREME is an independent end-user platform for corporate real estate management.

### Neinver appointed Barbara Somogyiova as its new Leasing Director for Europe



**Barbara Somogyiova** will steer Neinver's leasing activities across the seven European countries and 21 centres currently operated by the Spanish company. She will also define the strategic orientation for all forthcoming projects such as the flagship Arcus Real Estate (Percassi and Prague. Somogyiova comes from Centrus Real Estate (Percassi) where she has held the position of Head of Leasing outlets for the Italian market since

2014. Neinver, a Spanish retail property specialist, specialises in investment, development and management of retail property assets. The company is the second-largest outlet operator in Europe and the largest in Spain and Poland.

### Tak Lam appointed as Director Residential Advisory Services at Colliers International



**Tak Lam** (51) has joined Colliers International as Director Residential Advisory Services in the Capital Markets team. Lam is responsible for the strategic advisory of professional real estate parties, such as investors, contractors, developers, corporations, healthcare institutions and municipalities, active in the Dutch housing market. Tak has many years of experience in the Dutch housing market, including as CFO at Amvest.

### Atrium appointed Liad Barzilai as CEO



Liad Barzilai has been appointed as CEO of CEE-focused shopping centre developer Atrium European Real Estate, replacing Josip Kardun, who has moved to pan-European retail specialist Multi Corporation. Barzilai, a long-standing Atrium and Gazit Globe executive, said: 'I am confident in Atrium's strong foundations that will underpin its future growth. I am very excited to be able to officially step into my new role.'

### Lonneke Löwik appointed as CEO of the European Association for Investors in Non-Listed Real Estate Vehicles



The European Association for Investors in Non-Listed Real Estate Vehicles has announced the appointment of **Lonneke Löwik** as the association's new CEO, effective from December 2017. The appointment marks a return to INREV for Löwik who, between 2009-2014, held two separate positions as Director of Research and Market Information, and then as Director of Professional Standards. More recently, she launched the Global

Infrastructure Investor Association (GIIA) – a lobbying organisation for the infrastructure industry, and was Head of Operations for the Global Real Estate Sustainability Benchmark (GRESB).

### The new CFO of Heinz is 29 years old



Kraft Heinz's new CFO couldn't rent a car five years ago. 29-year-old **David Knopf** will soon handle finances for the food giant, which has a \$100 bn market cap; he'll be the youngest CFO to lead one of the US's largest companies. (The average age of a Fortune 500 or S&P 500 CFO is 52, according to Crist Kolder.) Knopf, also a partner at Brazilian private equity group 3G Capital, worked on the very merger that created Kraft Heinz. Now he will help the company cut costs and boost sluggish sales.

### Global capital raising chief is latest to exit at AXA IMRA



**Charles Daulon du Laurens**, Global Head of client capital group at AXA IM – Real Assets, has left the investment management firm after a five-year spell. Du Laurens is the latest in a string of senior figures to leave AXA IMRA, including Pierre Vaquier, Global CEO, Anna Kavanagh, Head of Asset Management and Transactions, and Dennis Lopez, Global CIO. Du Laurens is rumoured to be joining a venture capital/private equity firm. His decision

comes just weeks after he was promoted to the global position. In May, AXA IMRA announced he would lead the division's new client capital group, comprising 18 professionals in Asia, North America and EMEA.

## People in the spotlight:



### Nicole Maarsen Director Property Investments at Syntus Achmea (CIO) – first 100 days on board

**Nicole Maarsen (46)** has been appointed as Chief Investment Officer Real Estate of Syntus Achmea Real Estate & Finance as of June 1st this year. She is responsible for housing, retail, offices, international property and development operations. Maarsen has been tasked with asset management, transaction management as well as product development. On the executive board, Maarsen has joined Cindy Rombouts, Director of Finance & Risk, and George Dröge, who has been acting as interim CEO.

Until recently, Maarsen was an independent adviser for HAL Investments and Round Hill Capital. Prior to that, she led the family company the Maarsen Group, one of the largest Dutch private property investors that mainly work through own project development. Together with her sister Monique, who is General Manager, she has contributed to the expansion of the company's portfolio over the past nine years. In 2013, Nicole resigned as a member of the management team of the Maarsen Group, because she wanted to give a different direction to her career. After these nine years it was time for something new, as Nicole constantly wants to further develop herself and so she went to look for some new challenges. Within the Maarsen Group she learned how to run a long-term business with stable returns on investment.

During 4 years, she worked as an independent consultant for HAL investments on an exclusive assignment where she was asked to set up a real estate strategy for which she had to discover new investment possibilities and look for larger projects. Round Hill Capital wanted to further expand into the Netherlands and asked Nicole to look for new opportunities and to map the Netherlands for them. It was very interesting to learn how a foreign company looks upon the Netherlands and the way we work. She also discovered during these years that she likes working together with large teams, being part of a team and working on long-term goals together with these teams and to further grow professionally.

Nicole was surprised to be contacted by Escalier. She had been an entrepreneur for over a decade and was not focused on a permanent employment contract. Escalier explained the position to Nicole and that it would be very suitable for Nicole as well as SAREF thanks to her experience with the family company and its long-term perspective as well as the gained experiences at HAL and Round Hill Capital. Nicole's curiosity was triggered and said she was open to a conversation. Nicole found that Escalier knows their candidates inside and out and which candidates and companies are a good match. Escalier has accompanied Nicole very well throughout the entire process. Nicole is happy with her new position as she can combine her experience at the family business (long-term, social responsibility, sustainability) with her other skills as an entrepreneur. At Syntus Achmea, they want to remain the long-term, sustainable investor, but they also wish to add more entrepreneurship and change several processes in this rapidly changing world. They are in need of a new way of thinking and that is exactly what Nicole likes to do!

### Upcoming Events to meet Escalier

- [Expo Real](#): 4-6 October in Munich
- [NYC Real Estate Tech Week](#) 2017: 9-11 October in New York
- [Mjpm Proplech Summit](#): 11 October in New York
- [IBREA Blockchain & Real Estate Conference](#): 11 October in New York
- [Mapic](#): 15-17 November in Cannes

In the meantime you can follow us on the [website](#) and via [LinkedIn](#).



### 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.