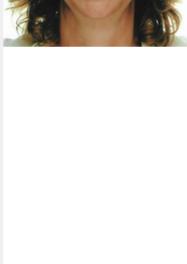


## Busy autumn

In this newsletter, we introduce our new consultant **Mireille Pallandt**, we inform you about some achievements in recruitment and will tell you about the Mipim Prop Tech summit **Jeroen** attended. **Jacques** and **Mireille** will visit the Retail Fair Mipic from 15-17 November in Cannes and they hope to meet you there. You can also follow us on our [website](#) and via [LinkedIn](#).

## Past events

From 9-11 October, Escalier attended the Mipim PropTech summit in New York. This was a unique opportunity to hear real estate industry leaders share their vision on the impact of technology developments in the real estate market. We learned how PropTech shapes the future of real estate and how the industry is ready to embrace this. We gained insight into the latest trends, new business opportunities, investment sources, new players and disrupting solutions. It was also the podium for an international tech start-up contest. Some successful companies with potential were presented on stage. Among them: [Kaarta](#), [PlanRadar](#), [MC Smart Controls](#), [RoomiApp](#), [Brickvest](#) and [Hip Interactive Property](#).



### Mireille Pallandt consultant Escalier Executive Search

**Mireille Pallandt** started on 1 November this year as consultant at Escalier Executive Search. Her joining the team strengthens Escalier's position as a boutique search firm in the international real estate market. For over 20 years, Mireille Pallandt has been active as a Retail Investment & Asset Manager. She started her career at the former ING Real Estate. There, she was closely involved in the strategy and development of the European retail portfolio. Next, she was active in Asia and Central-Europe as an Acquisition and Invest Manager. From 2005, after her return to the Netherlands, Mireille worked as a Senior Asset Manager for CBRE Global Investors in Amsterdam.

Mireille: "After my graduation from the Gymnasium, I got two Masters, in Economics and in Urban & Regional Planning, at the University of Amsterdam. I have a profound interest and I am very much people-oriented. Especially the latter was missing in my previous positions and is something I would like to further develop. With my switch to Escalier, I can combine these two aspects. As a consultant, I mediate for and guide candidates in the – to me well-known – real estate sector. Moreover, I believe to be a perfect fit for this position because of my experience in a wide variety of (international) asset management teams and retail organisations. I therefore know what kind of personalities will be a good addition to any specific team and what candidates will make the best fit in an organisation."

Jacques Craenen and Jeroen Schuur are happy to welcome Mireille to the Escalier team. Her addition to the team not only underlines Escalier's focus on being a search firm for the real estate market, but the rejuvenation of the team of consultants is also a big plus. As well, Mireille's personal drive for coaching and career guidance brings an extra dimension to our firm. Exactly these two aspects, Escalier is increasingly applying so as to match the best candidate to a position; and that's precisely what we do for our clients on an everyday basis.



## People on the move



**Bart van Breukelen** has been appointed as member of the Board of Directors of TBI Holdings as of 1 January 2018. Van Breukelen is now Executive Chairman of the TBI Business Synchron. He is also chairman of the Neprom (Association of Dutch Project Development Societies). From 1 January, the Board of Directors of TBI will consist of Ir. D.A. Spiering (Chairman), Ir. A.J.H. van Breukelen and Drs. E.A.A. Rood RA.



AXA Investment Managers - Real Assets (AXA IMRA) has strengthened its global management team with two senior appointments having hired **John O'Driscoll** as European Head of Transactions, replacing **Laurent Jacquemin**, who has been promoted to Head of Asia Pacific.



**Suzanne Bliemer** has been appointed as Director Reporting & Control at Multi Corporation and will report to Harold van Riel. Suzanne has in-depth experience in finance and fund reporting at international real estate companies Foruminvest and OVG Real Estate. Right now, she is a Senior Business Controller at Vesteda. Suzanne will start on 1 January 2018.



**Cyrille Deslandes** has been appointed as Chief Investment Officer (CIO) of Klépierre, owner of many shopping centres including Hoog Catharijne, Alexandrium, a part of the Almere shopping centre and Markthal Rotterdam. At the moment, Deslandes (39) is Group Head of M&A at the French retail investor. He will start his new position on 1 January 2018. He will also be part of the management team. Last year, **Jean-Marc Jestin** was appointed as CEO of Klépierre. He had been the COO and a board member since 2012. Deslandes has been working at Klépierre for three years now. Prior to this, he was the M&A director at the British bank HSBC for 7 years. Deslandes started his career at Deloitte, where he became a manager of the M&A Transaction. He studied at the EM Lyon Business School and Ludwig Maximilians Universität in Munich.



**Robert Jan van Hamersveld** will join the Board of Directors of Newomij as CFO as of 1 January 2018. Van Hamersveld succeeds Dammes Ochtman, who will stop working for Newomij due to reaching the retirement age. Newomij's new CFO is 53 years of age and has 21 years of experience in financial positions in the real estate sector. Van Hamersveld started his career at KPMG, where he worked as an Audit Manager for six years. After this, he held various executive positions at Rabobank Group, lastly as Financial Director at Rabo Vastgoed. Prior to his move to Newomij, he has been working as CFO at Private Real Estate Investor Green Real since 2013. Newomij is a large private real estate company. The property portfolio consists of residential properties, offices, business premises and retail units. Newomij is active in the field of real estate financing, management of associations of owners and assurance mediation.



**René Vierkant** leaves as Director Retail Investments at Syntrus Achmea Real Estate & Finance. In good consultation with Syntrus Achmea REF, he has decided to take a next step in his career after a 17-year employment. "René, along with his team, has put Syntrus Achmea REF on the map as a leading retail investor," said George Drøge, Managing Director. Within the Retail Agenda, important to both our customers and the retail market, he has advocated the importance of transformation and shrinkage for a healthy future of our cities. In May this year, **Henk Jagersma**, Chairman of the Board, also said goodbye to Syntrus Achmea REF, after 10 years of being in charge of the company. His duties are temporarily performed by **George Drøge**. **Nicole Maarsen** was recently appointed as Director of Investment.



As from 1 December, **Mirjam de Boer** (45) will be the new Director of Asset Management at Royal Schiphol Group. She is succeeding Floor Felten, who will start to work as a General Manager Strategic Planning & Development at Brisbane Airport on 1 March 2018. Since 2015, Mirjam de Boer has been Executive Director in the Power & Utilities consultancy at EY, where she assisted businesses and innovations related to Asset Management. Prior to this position, she fulfilled various management roles at NUON-Vattenfall. In her last position there, she was in charge of all Onshore Operations related to European wind farms. André van den Berg, Chief Commercial Officer at Royal Schiphol Group, said the following about Mirjam's arrival: "Mirjam has a wealth of experience and knowledge concerning Asset Management, which makes us very happy. She has proven that she can quickly adapt to complex and technological environments, both in the Netherlands and abroad. This capability is well suited to how Schiphol would like to evolve as Airport City".



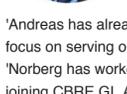
**Tobias Verhoeven** will be appointed as Statutory Director of Synchron as of 1 January 2018. Currently, Verhoeven is Commercial Director of the company. Bart van Breukelen, CEO of Synchron, joins the board of directors of TBI Holdings (see previous paragraph). With the appointment of Verhoeven, the Statutory Board of Synchron will be formed by Henri van Dam and Tobias Verhoeven. They will give collegial guidance to the company. The management team will be completed by Deputy Director Hans Bootsma. As a project development company, Synchron is involved in complex projects in the city where the blending of creativity and function plays an important role. Synchron develops and realises residential and shopping areas with special attention to the design of public spaces.



Swedish-listed property company Castellum has appointed **Mariette Hilmersson** as new Managing Director of its West division as of 1 February 2018. Hilmersson worked most recently as managing director and CEO of Förvaltnings Framtiden and held several other management positions in the real estate business. "We welcome Mariette as MD in Region West and look forward to the future cooperation," commented Henrik Saxborn, Castellum CEO. "With Mariette's experience in property management as well as her broad strategic competence, she will continue to develop Region West. She will also be a strong complement to Castellum's executive group management and contribute to our future development." Mariette will be in charge of Region West, including Greater Gothenburg, with a real estate portfolio that amounts to around SEK 17 bn (€1.74 bn).



Global real estate investment manager Cromwell Property Group has appointed **Mark McLaughlin** as Managing Director of its European business. According to Cromwell, McLaughlin has been transitioning into his new role over the past few months, having previously been the group's Head of Property Europe and Head of the Benelux region. Reporting to Paul Weightman, CEO of Cromwell Property Group, he will have full operational responsibility for the European business. McLaughlin takes over from David Kirkby, who has moved into an Executive Director position within the European group.



Investor-developer Round Hill Capital has appointed **Brian Welsh** as Chief Executive of the Nido Collection, the Group's UK, Ireland and Continental European student accommodation investment and operational platform and brand. Welsh will lead Nido's continuing expansion as well as explore the extension of the platform into alternative asset classes. "Brian will help drive the growth and deliver on our aim to own, develop and operate at least 20,000 beds within three years across the UK, Ireland and Continental Europe," commented Michael Bickford, founder and CEO of Round Hill Capital. Welsh has over 12 years' experience of the student accommodation and PRS markets across the UK and Europe, including roles at The Student Housing Company Ltd and its development arm Threesixty Developments, as well as at Liberty Living. He will be based at the Group's offices in London, UK.



CBRE Global Investors Nordics has appointed **Andreas Norberg** as Head of Investment Operations Nordics. Norberg has been the co-head of the Nordics for the past 18 months and now takes on the full responsibility of managing the Nordics operation. "The Nordics is a priority for many of our separate account clients and managers, and a dedicated head to the operations is necessary," commented Jeremy Plummer, head of EMEA, CBRE GI. "Andreas has already proved himself as a very capable leader of the region and will continue our focus on serving our existing clients and managing circa €1.4 bn we have under management. Norberg has worked in the real estate business for 15 years with a focus on transactions. Prior to joining CBRE GI, Andreas worked as senior investment manager for Swedish listed property company Kungsleden, and also as director in the Capital Markets team at CBRE Sweden.

## People in the spotlight:



### Liselot Dalenoord started as Deal & Asset Manager at Equity Estate

Liselot Dalenoord has recently started as Deal & Asset Manager at Equity Estate. She began her career at the Rijksgebouwendienst as a legal counsel. She then worked as a consultant agency for CBRE and as legal counsel at the Syntrus Achmea Real Estate. After two years, she was asked to fill the position of Acquisition Manager and Project Developer for the residential sector. Liselot was very happy in this position as she wanted to further develop herself and was very keen on getting more involved in the transaction side of the real estate business. She held this position for 7 years and learned a lot during that time. After working at Greystar, Liselot found that she preferred to work for a smaller company in a job that involves both deal-making and asset management.

Escalier contacted Liselot about the job of Deal & Asset Manager at Equity Estate and Jacques had to convince Liselot that this job matched her profile very well. Jacques instigated a change of thinking with Liselot and after a while she also saw that this job was a perfect match for her. The combination of Deal & Asset Manager is very appealing to her. By making deals, the asset management portfolio will be growing and that makes the job very worthwhile. The portfolio of Equity Estate also appeals to foreign investors and this makes Liselot's job even more dynamic. Escalier and Liselot have known each other for a long time, which was the reason of Escalier knowing exactly what Liselot was looking for and so being able to offer the perfect candidate to Equity Estate.

Equity Estate is a small company, investing in offices and logistic real estate. Equity Estate is based in Amsterdam, the Netherlands. They were established in 1997 and focus on asset management and management services solely focused on real estate. At the moment, they have three joint ventures with institutional parties and approximately € 450 million of assets under management. Equity Estate operates in the Netherlands, Germany, Belgium and Luxembourg. The trusted clientele includes international listed and non-listed real estate vehicles, banks and private investors.

## Upcoming Events to meet Escalier

- [Mapic](#): 15-17 November in Cannes
- [Daq van de Vastgoedbeslissers](#): 23 November in Amsterdam

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. The firm has 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. Management 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.