

## High Season and prosperity

We hope you have made a good start and are full of plans for this new year. We wish you prosperity and joy. It looks like the real estate market is still in high Season, and no change is expected this year. We feel the pressure of strong demand for outstanding talent on all levels. We are happy to say that beside the more traditional positions in the market a growing amount of companies in the hospitality and infrastructure industry benefit from our recruitment support. 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 inform you about some achievements and some conferences we attended. We will attend the Hotel Investment Forum in Berlin from 9-11 March and MIPIM in Cannes from 13-16 March and hope to meet you there. You can also follow us on our website and via LinkedIn.

## ULI European Conference Berlin

Escalier's partner Jacques Craenen attended the ULI European Conference in Berlin where keynote speakers and network events took place with over 600 attendances from all over Europe. One of the keynote speakers was Maxim Alimi, Head of Investment Strategy at AXA IM, who had an inspired and clear view on financial fundamentals for real estate like inflation and interest rates. For instant he expects that within 2 to 3 years these fundamentals will rise to more normal standards like 2 to 3 percent. The next ULI European Conference will be held in London at the beginning of 2019.

## People in the spotlight:



### Mirjam de Boer has started as Director Asset Management at Royal Schiphol Group

Mirjam de Boer has joined Royal Schiphol Group as Director Asset Management as of 1 December 2017. She is succeeding Floor Felten, who will fill the position of General Manager Strategic Planning & Development at Brisbane Airport with effect from 1 March this year.

Since 2015, Mirjam de Boer was an Executive Director in the Power & Utilities consultancy at EY, where she assisted businesses with issues 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, but after six years in this position and a total of 11 years at NUON she decided that it was time for a change and she wanted to step out of her comfort zone and started as a consultant at EY.

Escalier contacted Mirjam about a job and she was interested straight away. However, Mirjam had only been working at EY for 2.5 years, so this job offer came a bit too soon for her and she wanted some time to think it over. A week later, Escalier contacted her again and Mirjam then said that she was very interested indeed as the job included everything that is of importance to her: working for 1 corporate business (and not for various clients); a line management position with final responsibility; an advisory role in a team that focuses on optimising the Asset Management department of Royal Schiphol Group.

At Royal Schiphol Group, Mirjam is leading the Asset Management team of approx. 300 colleagues and together with this team she is responsible for the maintenance of all the terminals (except for the new terminal), the runways, the tunnels and all the infrastructure in and around Schiphol. To Mirjam, the biggest challenge in this job is digitising operational processes, such as smartening up projects and applying predictive maintenance. This all needs to be done in a sustainable manner. In her position of Director Onshore Operations Wind farms, she acquired a lot of knowledge in this particular field. Furthermore, Mirjam needs to bring about an organisational cultural change within her team as Schiphol plans to be a demand-supply organisation.

Mirjam regards the contact with Escalier as very positive thanks to Escalier's accessibility, good communication, transparency in the process, the subsequent meetings and the follow-up. Moreover, Escalier was a great sparring partner and had a proactive input throughout the entire process.



## People on the move



**Dennis de Vreede** (48) will be proposed as CFO and member of the Board of Management of Wereldhave N.V. He has broad financial real estate experience, previously at Redevco (2008-2011) and Prologis (2012-2013). From 2013 until recently he worked as CFO for DeepOcean. Dennis will be the successor of Robert Bolier, who is not eligible for another term in his CFO role.



As of 1 January, **Léon Heddes** (53) has joined Heembouw as General Director of Heembouw Werken. At Amvest, Heddes has been succeeded by **Bas van de Ven**. The cluster 'Werken' (Working) consists of the customer groups Industrial premises and Offices. Heddes will lead the two management teams of these customer groups. He has held various management positions in the construction and real estate sector and was Director Project Development at Amvest prior to his transfer to Heembouw.



**Bas van de Ven** studied at the TU in Eindhoven and has been filling various positions at Amvest since 1 May 2005. He has a proven track record of success in numerous large complex area development projects and is also the driving force behind Amvest's "acquisition machine", according to the residential developer and investor.



With effect from 1 January 2018, **Nicole Maarsen** (46) has been appointed to the Board of IVBN. She is responsible for the Retail portfolio. From 15 May 2017, Nicole Maarsen was Director of Investment Property at Syntus Achmea Real Estate & Finance. The new Board member Nicole Maarsen will focus on improving the cooperation with retailers and encouraging investments from both the owner and retailers. As a desired result, more flexibility in the rental market. Against this background, Nicole will engage in a dialogue with the Minister of Economic Affairs and other constructive parties about issues relating to the retail market. As from 1 January, the composition of and division of roles in IVBN's management team is as follows:

- Dick van Hal – Chairman and portfolio Integrity
- Dick Gort – portfolio Offices
- Gertjan van der Baan – portfolio Residential; also Vice President
- Nicole Maarsen – portfolio Retail
- Guido Verhoef – portfolio Strategy & Research
- Roel van de Bilt - portfolio Sustainability; also Treasurer



With effect from 1 January, **Ailjd van Doorn** MSc (42) joined Heembouw as a Director of Haboon Architects and Sustainability. Ailjd van Doorn has a proven track record in both architecture and sustainability. For 10 years, she was active as an independent Design Manager, taught at the Academies for Architecture in Amsterdam and Rotterdam, and was a lecturer at TU Delft. In addition, she has published several articles. Before moving to Heembouw,

Ailjd van Doorn was a Design manager at ABT.



**Boudewijn Hellingman** (34) has joined Provast as a Partner on 1 January 2018. Hellingman has been working at Provast since 2012. Hellingman has more than 10 years' experience in inner city project development. At Provast, he has developed various projects, including Monarch Tower and Kortenaar in The Hague. He is currently working on the development of Monarch III in the Beatrixkwartier and two residential towers at Grotiusplaats

in The Hague. The other partners at Provast are Arno van der Voort, Hans de Jong, Martijn Dirks and Anton Koomen.



**Jaap van Rhijn** (53) started on 1 January as Program Director of Redevelopment locations at the Amsterdam healthcare institution Socdaan. With that, he says goodbye to the Amsterdam real estate sector. Working in a socially relevant way, with an emphasis on social, sustainability and integrity, has always been in his blood. After having led a successful real estate advisory firm for 12 years, Van Rhijn is ready for a new, more socially embedded

challenge. For the past twelve years, Jaap van Rhijn was CEO and partner at Boer Hartog Hooft and Colliers International Nederland.



The former COO of Multi Corporation, **Heino Vink** (43), chooses for entrepreneurship at developer Bohemen. He will participate in the company of Stan Roestenberg. Heino Vink will give shape and content to the repositioning and growth of the company to further strengthen the position of Bohemen as one of the best developers in the Netherlands.



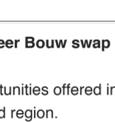
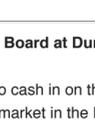
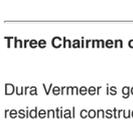
**René Keulen** (48) has joined the management team of Orange Capital Partners (OCP) in the role of Financial Director. In the past 20 years, Keulen held various senior financial positions at national and international real estate companies. In his new position, he will be responsible for the further development of the operational and financial architecture after the rapid growth of OCP in recent years. OCP manages more than € 1 billion in assets in both residential and convenience retail partnerships.



Former Triuva Director **Reinoud Plantenga** (45) has joined Warburg-HIH as Head of Benelux and will be based in the new Amsterdam-based office. This appointment comes in tandem with Warburg-HIH's establishment of its Real Estate Benelux B.V. subsidiary and the opening of an office in Amsterdam earlier this month. Plantenga has over 17 years' experience in real estate, particularly in commercial transactions, asset management and consulting, and has held advisory and executive positions at Bilfinger (now Apleona), Colliers, Cushman & Wakefield and Triuva (formerly IVG). At Triuva, he previously held the role of Head of Investment Management Transactions representing assets under management of € 750 million.

### Three Chairmen of the Board at Dura Vermeer Bouw swap places

Dura Vermeer is going to cash in on the opportunities offered in both the residential and non-residential construction market in the Randstad region.



Management carousel  
**Rob Steijn** (54), CEO of Dura Vermeer Bouw Zuid West (left on the photo), will lead the management team of Dura Vermeer Bouw Midden West

(provinces of Noord-Holland and Utrecht). **David Snelleman** (48), Director at Dura Vermeer Vastgoed (right on the photo), becomes Chairman of the Board at Dura Vermeer Bouw Zuid West (province of Zuid-Holland). The current Chairman of the Board at Dura Vermeer Bouw Midden West, **Jaco Plompen** (45), swaps places in the management team and will fulfill his former role as Director of Production.



**Rutger Schuur** (43), Director of Commercial Banking Clients at ABN Amro, has become the new Chairman of the Board of the Dutch Green Building Council as from 1 December 2017. In the next couple of years, Schuur's focus will be on a further intensifying of the sustainability process for existing premises. Rutger Schuur started his career in 1999 as a trainee at ABN Amro. Since then, he has held various management positions mainly on the business side of the bank. In 2014, he became responsible at Commercial Banking for serving all business customers in the real estate and public sector. In March 2017, Rutger was appointed as Director of Commercial Banking Clients for the real estate, healthcare, government and education sectors.

### Upcoming Events to meet Escalier

- 19-20 February 2018, London Business Development Days
- 22 February 2018, London Breakfast Briefing: [Sustainability and green buildings](#)
- 5-7 March 2018, [Hotel Investment Forum](#) in Berlin
- 13-16 March 2018, [MIPIM](#) in Cannes
- 5-7 June 2018, [Provada](#) 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, hospitality 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. Consultants are [Jacques Craenen](#), [Jeroen Schuur](#) and [Mireille Pallandt](#). Our office is located in Naarden-Vesting (Amsterdam area). Escalier is Alliance Partner of [Ferguson Partners Europe](#) Ltd in London.