

Introduction

The pre-summer period has already started and we can look back on a very successful first half of the year. The market is still a challenging one, with a growing demand for outstanding talent. We were involved in several interesting assignments in the Benelux, UK and Germany and expect to continue this throughout the rest of the year. In this newsletter, we will inform you about some achievements in recruitment and tell you about some of the conferences we attended. Again, we hope to meet you at PROVADA first and at the various events and trade fairs later on in the year.

Upcoming Events to meet Escalier

- 5-7 June 2018, [Provada](#) in Amsterdam
- 19-20 June 2018, [MIPIM Proptech](#) in Paris
- 5-6 September 2018, [GRI](#) in Paris
- 8-10 October 2018, [EXPO REAL](#) in Munich
- 14-16 November 2018, [MAPIQ](#) in Cannes

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



People on the move



Sovereign wealth fund Abu Dhabi Investment Authority (ADIA), the world's largest private investor in real estate with € 39 bn in assets, has named **Tom Arnold** as its new Global Head of Real Estate, according to media reports.

Arnold, who is currently Deputy Global Head of Real Estate and Head of America's Real Estate at ADIA, is expected to assume this role as of 1 June. He will take over from the present ADIA property chief, **Bill Schwab**, who has held the position since joining ADIA in 2009. Arnold also joined ADIA nine years ago. He previously worked at Cerberus Capital Management where he was Managing Director for six years with responsibility for real estate, lending and private equity transactions. Prior to that, Arnold spent five years at ING as Managing Director and Senior Real Estate Acquisitions Officer, overseeing portfolio management and coordinating financing facilities. Previous employers include Credit Suisse and Salomon Brothers (now Citygroup).



CBRE Global Investors has appointed **Wouter Terhorst** as Head of Asset Management Residential for the Netherlands. In this role, he is responsible for portfolio management and the operations of the Dutch residential portfolio. 'We are delighted with the addition of Wouter to our team. As a fund team, we are constantly looking for new opportunities to further optimise our portfolio through acquisition and active asset management,'

says Paul Oremus, Country Manager for the Netherlands at CBRE Global Investors. Terhorst has almost 20 years' experience in the real estate sector. In his previous position, he was Head of Retail Investment Management at ASR Real Estate Investment Management. In this role, he was responsible for the portfolio management of a retail portfolio of € 2 bn, including transactions, redevelopments and asset management. Prior to that, he worked in various positions at ING Real Estate, including Director Sales Europe and Asset Manager Residential.



CBRE Global Investors has appointed **Philip Dunne** as EMEA Head of Logistics, effective 1 May 2018. Dunne will be responsible for the logistics platform in EMEA, focusing on delivering investment performance for investors from the firm's EMEA logistics and industrial real estate portfolio. 'Philip Dunne is a true logistics expert with a strong track record in the logistics sector. We are excited to have him join our leadership team,'

says **Sophie van Oosterom**, CIO EMEA for CBRE Global Investors. 'Philip will oversee our logistics investment operations in EMEA and ensure that we make optimal use of our information advantage to be at the forefront of this fast moving sector,' van Oosterom adds. Dunne is an experienced logistics investor and operator, with former positions including President of Prologis Europe from 2008 until 2015. CBRE Global Investors manages € 7.7 bn of logistics and industrial real estate across EMEA, representing 24% of assets under management in the region in December 2017.



European logistics specialist Delin Capital Asset Management (DCAM) has appointed **Jeff Pym** as Chief Financial Officer. According to DCAM, his arrival completes the senior executive management team, following Anthony Butler's appointment as Chief Investment Officer last February. Based in DCAM's London office, Pym will report directly to Managing Director Ekaterina Avdonina. 'The business has achieved a number of milestones over the past year,' says Avdonina. 'Jeff brings with him a wealth of sector and capital markets experience which we look forward to leveraging as we maintain this upward trajectory.'

Vincent Wathelet has been appointed Head of Belgium and Luxembourg for Allianz Real Estate. He has been Allianz's Acquisition Manager for the region since 2015. Based in Brussels, Wathelet is responsible for a € 708 mln portfolio owned by Allianz companies, composed predominantly of offices assets in the cities of Brussels and Luxembourg. Major assets in the portfolio include the 18,000 m2 South City Building in Brussels and the 24,000 m2 Vertigo Real Estate Complex in Luxembourg, acquired in October last year at a price of € 178 mln. 'Since joining Allianz in 2015, Vincent has been part of the successful development of our real estate portfolio across Belgium and Luxembourg,' says **Alexander Gebauer**, CEO for Western Europe at Allianz Real Estate. 'I greatly look forward to working closely with Vincent in his new role as we continue to pursue geographical diversification and growth across our Western Europe footprint.' Wathelet sits on the Senior Management Team of Allianz Real Estate for Western Europe and reports to Gebauer.



European Fund Manager AEW has appointed **Frédérique Bretveld-Weber** as Country Manager for the Netherlands. Bretveld-Weber will report to Patrick Meutermans, Head of Belgium and the Netherlands, and will work closely with AEW's wider global platform. In her capacity as Country Manager, Bretveld-Weber will be responsible for spearheading the development of AEW's Dutch business as well as for the management of its existing portfolio of assets in the Netherlands.



End of April **Dennis de Vreede** (48) has been appointed as CFO and member of the Board of Management of Wereldhave N.V. De Vreede has broad financial real estate experience, previously at Redevco (2008-2011) and Prologis (2012-2013). From 2013 until recently, he filled the position of CFO for DeepOcean.



On 1 June, **Mark Siezen** will join the CBRE Netherlands Executive Board. He will be responsible for the activities in the Retail and Logistics sectors. Siezen is making the move from Multi Corporation to CBRE. He held the position of European Leasing Director at Multi Corporation in the Netherlands and he also worked as interim Managing Director for Multi Germany. Other roles include COO for NSI, CEO for C&A China and Member of the Board for Redevco. As a result, he was closely involved in the investment and operating strategies for the Brenninkmeijer family's real estate both in the Netherlands and abroad. At CBRE, Siezen will be in charge of the Retail and Logistics Real Estate sectors. As a market leader in commercial real estate, CBRE has noticed that these sectors have begun to merge. Technological innovation is playing an ever-increasing role in the development of market players' services in these sectors. CBRE's expert advice and collaboration fully incorporates the latest trends and innovations for the benefit of all clients, in the Netherlands and beyond. Apart from Mark Siezen, the Board of CBRE Netherlands consists of **Marco Hekman, Irene Flotman, Robert Lodder, Rudolf de Boer** and **Erik Langens**.



As of 15 May, **Hélène Pragt** has joined Ymerra as a Director Finance & Reporting. Previously, Pragt worked for Vesteda, TMF Netherlands, Achmea and Unibail Rodamco. She filled various positions, including the positions of Chief Financial Officer at Vesteda and Director Finances and Risk Management at Achmea Centrale Dienstverlening. For six years, she was a member of the Supervisory Board for housing association De Alliantie and, in this capacity, Chairman of the Audit Commission.



From April this year, **Joost Mees** (53) is responsible for the Hotels division of real estate consultancy Colliers International in the Netherlands, Belgium and Luxembourg. In the past four years, he and **Dirk Bakker** were together responsible for the Hotels team in the Benelux. As Dirk is now focusing on his position as CEO for Colliers Netherlands and on having final

responsibility for Hotels across the EMEA, Mees will therefore manage and further expand the Benelux team on his own. He has over 15 years' experience in the hotel business and is specialised in Hotel Development Consulting, Operator Search & Selection and supervising hotel transactions.



As of mid-May, Green has appointed **Richard Braun** as its new Financial Director. To fill this position, Braun will need to say goodbye to the listed company Wereldhave. Together with the current Managing Director, Aart Jan Verdoold, they will form Green's statutory board of management. 'By leaving behind a listed company and taking on this new role at a large private equity investor, Braun commits himself to a growing organisation with a

Development Investment portfolio that encompasses a wide variety of projects,' says Green. Braun explains that his appointment is the next logical step in his career. 'I can't wait to start working for Green. Working for such a professional, entrepreneurial private equity firm with a long-term vision greatly appeals to me. In a family-run business, one tends to look beyond the generations.' Since 2017, Braun filled several financial positions at Wereldhave. His last position was Director Finance & Investments, Managing Director Aart Jan Verdoold on Richard Braun's appointment. 'The appointment of Richard completes and ensures an effective Board of Directors. Thanks to our different competences, we truly complement each other.'



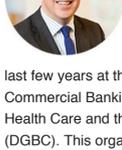
As of 1 July, Edvard van Luijn will be appointed as Director Acquisition & Development at Syntus Achmea Real Estate & Finance. In this position, he will be responsible for acquiring real estate on the basis of the mandates issued by the institutional clients of Syntus Achmea RE&F. For over six years, van Luijn (47) filled the position of Head Acquisition at Altera Vastgoed. During this time, a growth of € 1 bn was realised in the residential and retail fund. Prior to this, he worked at ING Real Estate Development for a period of thirteen years where he held the position of Director Acquisition & Sales in the last couple of years.

'We are very pleased that Edvard will join us, says Nicole Maarsse, Director Real Estate Investments at Syntus Achmea RE&F. 'His expertise and extensive network are bound to make a huge contribution to our ambition to realise a strong growth in the acquisition of sustainable real estate that will meet the needs of our clients and our tenants.'



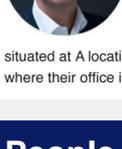
Wienie Bodewes (65) will retire later this year from his position as Managing Director of Amvest. This fall, **Heleen Aarts** (44) will succeed Bodewes as Managing Director. Aarts now fills the position of Director Area Development at Amvest. The Board of Directors will further be formed by **Dennis van**

Vugt (Chief Financial Officer), **Wim Wensing** (Chief Investment Officer) and **Bas van de Ven** (Director Development & Transactions). Bodewes will be linked to Amvest till the end of 2018. 'Amvest is doing extremely well. I have therefore decided that this is the moment to hand over the management of this beautiful company to the next generation. I have every confidence that, with her many years of experience at Amvest, Heleen will ensure a continuing growth for the organisation,' says Wienie Bodewes. 'The management team that is about to take over the lead, shares the ambition to further focus on Amvest's strength: the combination of fund management and development.' The Supervisory Board of Amvest respects the decision of its Managing Director. 'We are very grateful for Wienie Bodewes' dedication and personal commitment to Amvest. Under his leadership, Amvest has grown into the prosperous organisation it is today. We are delighted that Heleen Aarts is willing to become the new Managing Director of Amvest. She is a perfect fit for Amvest's entrepreneurial culture. In the past few years, she has shown that she does an excellent job in representing the organisation and has a keen eye for the interests of all parties involved', says **Edgar Koning**, Chairman of the Supervisory Board.



Since earlier this year, **Loes Driessen** (35) holds the position of Portfolio Manager at investor and developer Amvest in Amsterdam. In this role, Driessen supervises the separate accounts team of the Investment Management division and is responsible for realising the real estate strategy of the separate accounts. She earlier filled the position of Head Asset Management of the Dutch Residential Fund at CBRE Global

Investors. Amvest manages a number of separate accounts, including the Aegon portfolios. Amvest is responsible for the portfolio and asset management and offer clients advice on how to develop a strategy for their residential investment portfolios.



Rutger Schuur will fill the position of Chief Executive Officer for the flexible builder Jan Snel Group, effective 1 September 2018. He held the position of Director Commercial Banking Clients at ABN Amro. Jan Snel Group is, in its own words, market leader in flexible construction in the Benelux. The current CEO Harry van Zandwijk will remain closely involved in the company and its commercial matters as Director and major shareholder. Especially during the

last few years at the bank, Schuur was active in real estate and construction. As Director Commercial Banking Clients, Schuur was responsible for the sectors Real Estate, Construction, Health Care and the Public sector. Schuur is also chairman of the Dutch Green Building Council (DGBC). This organisation has the ambition to enhance the sustainability of the built environment in The Netherlands and is part of the World Green Building Council. In this capacity, Rutger and DGBC are actively involved in the realisation of the new Energy Agreement. The appointment of Rutger Schuur fits in with the growth strategy of Jan Snel. Apart from being market leader in the Benelux, it is the aim to further expand this market leadership position in Western Europe.



Geert de Keizer (40) joins De Jong Group in Amsterdam as of 1 June. In his new position, de Keizer will focus on optimising the portfolio of De Jong Groep and developing and acquiring new projects. De Keizer earlier worked for Multi Vastgoed, Supervastgoed, van Dijk & ten Cate Vastgoedadviseurs. De Jong Groep and founded in 1950, has residential properties, office buildings and retail space in its portfolio. The major part is in and around Amsterdam where the group started as a family business and where their office is located.

People in the spotlight:



Claudia Abt started as Design Director at citizenM hotels

As of 1 March, **Claudia Abt** has joined CitizenM Hotels as Design Director where she is responsible for the hotels throughout Europe and Asia. After having worked in the retail sector for 13 years, she decided to make a switch to the hotel sector. In this interview, she explains what prompted her to do so.

Claudia graduated in Architecture at one of the top university in Germany the Wilhelmina University of Braunschweig. After her studies, she worked for a while at Architects GMP in Hamburg before deciding to start her own business, 'Abt Design', in 2001. From 2004 till 2018, she filled various positions at Nike Inc. where Claudia started as Retail

Architect for Nike European Operations in 2004. She then became Senior Retail Designer for Nike Inc., Portland, Oregon in the Dutch-based Global Retail Design department. Before making the switch to CitizenM, she held the position of Retail Designer II, also at Nike Inc., where she was responsible for creative design and space planning as well as for the implementation of all indirect Nike retail formats, such as department stores and Football Stadium stores in the EMEA region.

She combined this with leading the Nike in-house space design and project management team and managing a third-party vendor portfolio. The 13 years in retail proved to be of great interest as the sector saw a dramatic change during this time. Architects needed to create a complete customer journey full of innovative and exciting ideas. The main challenge was how to integrate the online journey into the brick-and-mortar one. Architects who had been trained holistically now had to change their way of thinking by creating storyboards describing how to surprise and delight the customers in the stores. Yet, at the same time, they would need to keep in mind the space of the building itself.

All this should, of course, be in perfect balance. Although Claudia was very happy with her position at Nike Inc., it occasionally crossed her mind that it would be nice to work for a younger brand or a start-up company where she could support growth and be able to create new opportunities. As Nike is a well-established brand that has more or less invented marketing, there was nothing left for Claudia to re-invent herself.

It was then that Escalier approached Claudia for the position at CitizenM. The personal approach and the very professional level of information aroused Claudia's interest and made her want to learn more about the position. The culture and values (West Coast attitude) prevailing at Nike greatly appealed to Claudia and made her realise that she wanted to work for an organisation with an identical culture and similar brand values. She didn't want a change in culture, just in the type of industry. To Claudia, it feels like a great opportunity to learn everything about a totally different industry with its own dynamics, but where she can still apply the same strategy and guest journey. Claudia admits that she would never have taken this step if it weren't for Escalier supporting her so well. She thinks it truly is an added value to have someone act on your behalf and who has your best interests at heart throughout the entire process.

For the coming period, Claudia's most important tasks are to ensure the brand's relevance to the market, to drive innovation and further evolve the brand. Moreover, she will support the roll-up plan by devising strategies how to speed up the rolling-out of new locations and at the same time be a brand guardian making sure the brand design is consistent at all locations throughout Europe and Asia.

Escalier attends PROVADA THE REAL ESTATE MEETING POINT

5, 6 & 7 juni 2018

Looking forward to meeting you!



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. 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.