

## Associate Director, Asset Management, Greater London

Full-time, permanent

London

### About us?

SEGRO is a UK Real Estate Investment Trust (REIT) and listed on the London Stock Exchange in the FTSE 100 index.

For over 100 years SEGRO has been creating the space that enables extraordinary things to happen. We invest in high-quality real estate, actively manage our portfolio and sell assets to crystallise attractive returns. We own, manage, and develop light industrial property and modern warehouses with a portfolio comprising 8 million square metres of space (86 million square feet), valued at £18 billion. We are spread strategically across locations in the UK and in Continental Europe.

Our goal is to be the leading owner, manager and developer of industrial properties in Europe and the partner of choice for our customers.

### Why work for us?

91% - employees feel engaged (2022 employee survey)

SEGRO is a friendly, vibrant community. We believe SEGRO people are amongst the best in our industry. We have a talented and committed team of employees in the UK and across Continental Europe. Our aim is to continue to attract, develop and retain the best and brightest employees in the industry.

We are proud of our track record in spotting and nurturing talent. Our ambition is to make sure every individual has the opportunity to maximize their potential and their careers with SEGRO.

### What are we looking for?

We are currently looking to appoint an Associate Director, Asset Management, Greater London to primarily focus on the asset management of c. £400m of Inner London (IL) assets, working as part of a wider team to proactively asset manage performance of the Greater London (GL) property portfolio, driving income, ERV and capital growth to deliver strong annual returns through creative lease restructuring, minimising voids and leasing vacant buildings.

The role's principal accountabilities will be in;

#### Asset Enhancement:

- Actively participate with other members of the GL team in formulation and implementation of Estate Asset Plans.
- Input into strategic planning for IL portfolio assets and delivery of agreed strategies.
- Manage the IL estate budget(s) in line with the financial forecast.
- Progress rent reviews and lease renewal negotiations through direct negotiation with customers or their appointed agents. Maximise capital value for SEGRO by restructuring (re-gearing) leases where appropriate.
- Engage with existing customers proactively to find solutions to their business needs, securing new lettings where they are expanding or contracting whilst ensuring back-to-back deals where possible.
- Support estate redevelopment strategy and identify performance enhancing opportunities on existing estates enabling future development, including recommending and executing strategy for vacant possession.

- Actively participate in Responsible SEGRO ensuring implementation of sustainability initiatives and community investment plans.

#### **Negotiation and Deal completion:**

- Manage the take-back process ensuring surrender premiums are maximised and coordinating back-to-back deals, refurbishments and dilapidations.
- Monitor and mitigate rates expenditure, through short term lettings, appeals and other means.
- Brief, instruct and liaise with the company's legal representatives throughout the leasing and asset management process.

#### **Leasing Management:**

- Manage our external agency advisors to maximise leasing strategy and secure optimum settlements from rent review and lease renewal negotiations.
- Identify and secure new customers for vacant buildings, including development and implementation of marketing plans in conjunction with internal and external marketing teams.
- Maintain up to date leasing performance information and comply with internal reporting procedures.

#### **You will have...**

- Member of RICS
- Good communication, interpersonal and customer care skills
- Negotiation and networking skills
- Experience in leasing / asset management, ideally in the commercial / industrial sector

#### **It would also be nice for you to have...**

- Experience of using Argus Enterprise and property management systems
- Knowledge / experience of at least one other property sector
- Good working knowledge of Landlord & Tenant property law

#### **Special job requirements:**

- A full current driving licence
- Ability to attend networking events, industry dinners and functions outside of core hours when required

#### **What we offer...**

Competitive package including; 30 days annual leave, private health care, pension, life assurance. As well as an annual medical check-up, a wellbeing programme and an annual charity day of giving.

We provide excellent opportunities for training and development, supporting employees with their career ambitions. We have a range of high-quality education and training on personal and professional skills that enable our people to fulfil their potential.

All employees participate in our annual bonus scheme and have the opportunity to own a stake in the company through share schemes open to everyone.

#### **How to apply:**

If you would like to be considered for this role, please send your CV with covering letter detailing your suitability for the role to [UKRecruitment@SEGRO.com](mailto:UKRecruitment@SEGRO.com)

SEGRO is an equal opportunities employer.  
No Agencies please.