

ROLE PROFILE

Job Title: Associate Director, Asset Location: Düsseldorf
Management, Germany

Reports to: Director, Asset Management, Division/Dept: Northern Europe
Germany

Summary of the Role's Main Purpose

To proactively manage the performance of Germany's property portfolio with a view to increasing rental returns whilst minimising vacancies and maintaining good business relationships with customers, advisors and other stakeholders.

To lead, manage, develop and motivate a team of direct reports in the pursuit of the above objectives.

Principal Accountabilities

Strategy / Team Leadership:

- To actively participate with other members of the Business unit in the formulation and implementation of the Budget and Medium Term Plan (5 year Business Plan) and individual Estate Asset Plans.
- To build an Asset Management Strategy which ensures the maximisation of income and customer retention within the portfolio through active asset enhancement schemes /initiatives which contribute into the valuation process.
- To contribute towards the preparation of budgets, capital expenditure programmes and for managing the P&L elements within your control.
- To select, appoint and manage advisors and consultants against agreed KPI's to ensure service delivery.

Asset Enhancement:

- To manage the process for Indexations and lease renewal negotiations via our agents and through the internal team
- To 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.
- To steer and monitor capital expenditures in collaboration with internal and external technical experts.
- To maximise capital value for SEGRO with strengthened lease covenants by restructuring (re-gearing) leases

- To creatively manage a portfolio of assets as you would your own business, conducting cost benefit analysis and focusing on the big wins accordingly.
- To manage customer applications to assign and sublet, while maintaining covenant strength.

Negotiation and Deal completion:

- To communicate clear mandates to agents and solicitors in the extended team, to ensure they are empowered to represent SEGRO in customer negotiations.
- To focus on the detail (e.g. the impact of changing a particular clause) and coach the team to deliver each deal with maximum return.
- To manage the take-back process ensuring surrender premiums are maximised and coordinating back-to-back deals and refurbishments.
- To monitor and mitigate property tax expenditure, through short term lettings, appeals and other means.
- To be responsible and proactively approach tenants in the event of disputes to maintain a good relationship and support the Property Management Team with clearing out aged debts.

Team working:

- To work as a team with colleagues in Development, Leasing and Investment for refurbishments / pre-let schemes / widening of building and operational permits.
- To be responsible for managing the portfolio's credit control matters and directing the credit controller as necessary including the management of any insolvency proceedings.

In conjunction with the Property Management team, to build and promote occupier satisfaction with existing customers.

Core Areas of Knowledge, Skills & Experience

- Experience of property Asset Management
- Experience of Property Management
- A deep understanding of the commercial property industry, market trends and legislation
- Financial rigor and a track record in sound business deals (renewals and re-gears)
- An ability to plan ahead, understand and partner with customers and find creative solutions to maximise customer retention and growth
- Experience of using Argus Enterprise and property management systems
- Intermediary level MS Excel skills
- Excellent English both verbal and written

Desirable

- Member of RICS
 - Experience of industrial property
 - Knowledge / experience of at least one other property sector
 - Intermediary level IT skills
-



- Experience of Argus Developer
-

Special Job Requirements

- A Full current Driving Licence
 - Ability to attend networking events, industry dinners and functions outside of core hours when required
-

Date of completion: January 2024

At SEGRO we want all of our people to be able to reach their full potential and thrive and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.