

sheffield haworth

European Real Estate 2021 Q1 Market Report

Max Shepherd
Director, Global Real Assets Practice

April 2021

Trusted Insight.
Transformational Talent.

Hiring Trends & Predictions

CURRENT DEMAND

1



General overview: 2021 has certainly started with a bang. We have seen a very noticeable increase in all-round activity. In particular, value-add and opportunistic managers increased their hiring across acquisitions, asset management, development and capital raising. Demand within the large core managers is within their separate account businesses, where they have more flexible capital to target value-add opportunities.

2



Life Sciences: Sheffield Haworth has been active in life-sciences within the United States over the last 12 months, and now also in Europe. There is strong interest from investors in the sector, one that has likely shown the most resilience throughout the pandemic. Fund managers are now seeking ways to enter the sector through partnership with existing developers, acquisition of specialist firms or the creation of their own platforms. Examples include AXA IM's acquisition of Kadans Science Partner and Blackstone's creation of the BioMed operating platform.

3



Sales & Distribution: We continue to see increasing demand in the **wealth channel** (wealth managers, private banks, family offices, etc). The demand has been further fueled by the rise of fintech firms such as TitanBay and Moonfare, which allow retail investors access to high-quality private equity funds.

It seems a number of firms put off dealing with post-Brexit **passporting** issues in the hope that it wouldn't materialise. Many spent the first couple of months of the year frantically hiring relationship managers across Europe and creating double contracts or secondments for their UK capital raisers to be able to market to European countries.

Sheffield Haworth has been appointed by a global asset manager to hire a real estate **debt product specialist** to specifically target fixed income investors looking to allocate capital into senior real estate debt products. Another example is CBRE GI's first real estate debt product specialist hire from M&G Investments. We expect to see similar requirements in the future.

4



ESG: Our highlighted people moves in the following slides shows the high proportion of ESG hires across fund managers and developers. The majority of these have been to focus internally rather than externally to create impact investment products. However, we expect there will be demand for both internally and externally facing roles throughout 2021.

Hiring Trends & Predictions

EMERGING TRENDS

1

Hiring from outside of real estate: With the growth in alternative niche sectors, we predict traditional real estate fund managers and property companies seeking talent from alternative pools of talent. As an example, we expect investors in operationally intensive property sectors to demand talent from more customer-centric and tech-savvy industries such as hospitality.

We recently published an article in AFIRE's Spring Summit Journal which included opinions from leaders of US and European real estate fund managers. 60% of CEO's said they will increase their hiring from outside of real estate within the next 3 years. [Click to read the article.](#)



2

Secondaries: Ares are the latest PE firm to show commitment to secondaries, through their \$1bn Landmark Partners acquisition. Several large asset managers have entered the secondaries market in recent years, including BentallGreenOak, Brookfield Asset Management and TPG. There is a particular interest in GP-led secondaries transactions.



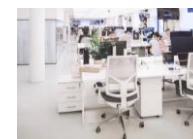
3

Data and Analytics: Our AFIRE article research found that, whilst the majority of firms have already put someone in place to assess technology and data needs, the majority do not currently have the resources and skills required to operate a digitally transformed business. We expect there will be increased demand for data scientists and analysts. We also expect to see more data & technology backgrounds at Board level. [Click to read the article.](#)



4

Operations: Research from our AFIRE article found that 46% of our contributors expect to hire talent from the hospitality sector when focusing on operational skills in asset management. They see value in applying these skills not only to the more obvious synergies in residential and student accommodation but also the more traditional sectors such as offices and logistics.



5

UK: We first saw a significant increase in demand for UK acquisitions professionals in Q1 2020. COVID-19 did, however, get in the way of a many strategic hires. Demand for these hires has returned and we are seeing increased hiring and searches in build-to-rent, logistics and life sciences.



A Selection of Recent People Moves

Below we have selected recent examples of senior people moves in European developers and fund managers. We have only included publicly available information.

Company moving to	Individual	Job Title	Previous Company	Previous Job Title	Date
Bridge Investment Group	Claudius Weissbarth	Managing Director, Head of EMEA Capital Raising and Business Development	Greystar	Managing Director, Head of EMEA Capital Raising and Business Development	01/03/2021
Cadillac Fairview	Jenny Hammarlund	Head of Europe, Managing Director	HIG Capital	Managing Director	01/03/2021
CBRE Global Investors	Isabelle Brennan	Senior Director - Global Investor Solutions	M&G	Director, Real Estate Finance	01/03/2021
Civitas Investment Management	Adel Oucherif	Director	Henderson Park Capital Partners	Principal	01/02/2021
Clarion Partners	Johannes Brennecke	Senior Vice President	Drooms	General Manager North American Region	01/03/2021
Cromwell Property Group	Pertti Vanhanen	Managing Director, Europe	Aberdeen Standard Investments	Global Co-Head of Real Estate	01/01/2021
ICG (Intermediate Capital Group)	Adam Golebiowski	Managing Director, European Real Estate Private Equity investment	Baupost Group	Managing Director	01/03/2021
ICG (Intermediate Capital Group)	Luca Lelli	Principal, European Real Estate Private Equity investment	Baupost Group	Principal	04/04/2021
KKR	Mark Ekinde	European Real Estate Acquisitions Team	Carlyle Group	Private Equity Real Estate Team	01/03/2021

A Selection of Recent People Moves (continued)

Company moving to	Individual	Job Title	Previous Company	Previous Job Title	Date
Legal & General Investment Management	Tom Henry	Investment Director - Suburban Build to Rent	Grainger Plc	National Acquisitions Director	30/03/2021
Legal & General Investment Management	Catherine Hipperson	Operations Director - Suburban Build to Rent	Savills	Residential Portfolio Manager	30/03/2021
Munich RE	Steffen Hoerter	Head of ESG	Allianz Global Investors	Global Head of ESG Integration & Solutions	01/03/2021
Optimum Asset Management	Ljiljana Macdonald	Managing Director, Distribution	Alpha Real Capital	Director	01/03/2021
Patron Capital	Gareth Henry	Global Head of Investor Relations	Investcorp	Managing Director, North American Relationship Management	01/02/2021
PIMCO	Kirill Zavodov	Co-Head, Commercial Real Estate EMEA	Goldman Sachs	Managing Director	01/03/2021
Principal Global Investors	Asa Norrie	CEO Europe & Head of Distribution	Aberdeen Standard Investments	Head of Global Strategic Alliances	01/03/2021
StepStone	Frank Forster	Managing Director	EQT Group	Managing Director	01/03/2021
Tishman Speyer	Nils Anacker	Senior Director, Design & Construction, Germany	Zeitgeist Asset Management	Head of Germany	01/01/2021
Trammell Crow Company	Mike Forster	Head of UK Logistics	DHL	Real Estate Services Development Director	01/04/2021

Contact details



Sheffield Haworth, London

60 Gresham Street
London
EC2V 7BB



enquiries@sheffieldhaworth.com



+44 20 7236 2400



www.sheffieldhaworth.com



www.linkedin.com/company/sheffield-haworth/



Max Shepherd

Director, Global Real Assets

e. m.shepherd@sheffieldhaworth.com

t. +44 20 7871 0725



Jennifer Novack

Co-Head, Global Real Assets

e. novack@sheffieldhaworth.com

t. +1 646 979 2823



Emily Von Kohorn

Co-Head, Global Real Assets

e. vonkohorn@sheffieldhaworth.com

t. +1 646 597 7406

Disclaimer



The data in this report is compiled from a combination of public information and moves made known to us, which are outside instances of client confidentiality. From experience, we know that the data reported is not complete as of the date of publication. This report is based purely on our opinions and insights. Sheffield Haworth shall not, in any way whatsoever, be responsible for your use of the data; the report should be used for information and analysis purposes.

This document may not be reproduced, published, redistributed, or passed onto any third party or any other person, in whole or any part, for any purpose without the prior written consent of Sheffield Haworth. We recommend that this report is not used beyond its intended use.