

AEW
Head of Asset Management, North America

Candidate Briefing Pack

2021



Overview

Founded in 1981, AEW currently manages over \$78 billion of real estate assets and securities globally on behalf of many of the world's leading institutional and private investors. AEW has over 750 employees in 15 offices across North America, Europe, and Asia Pacific with 200+ based out of the Company's headquarters in Boston and full-service office in Los Angeles. Grounded in research and experienced in the complexities of the real estate and capital markets, AEW actively manages portfolios in both the public and private property markets, across the risk/return spectrum. AEW's goal is to be their clients' most trusted and effective advisor by offering innovative solutions to their needs; adding value to their portfolios; and exceeding their expectations for service and performance.

Focused exclusively on real estate, AEW adheres to a research-guided, value-oriented investment discipline that reflects nearly 40 years of experience across market cycles. The Company has a long history of integrating fundamental real estate knowledge, capital markets experience and applied economic research in order to meet clients' investment objectives. AEW maintains relationships with many of the world's leading public and private pensions, foundations, endowments, insurance companies, and private investors, with over 400 clients across 25 countries. As a strong and vibrant organization with a supportive culture, AEW offers employees diverse opportunities and rewarding work, resulting in a workplace that is able to attract and retain the best talent in the industry.

About The Role

AEW is seeking to hire a Head of Asset Management for North America to oversee a team of asset-class specialists focused on creating value across AEW's diverse portfolio of assets, held within separately managed accounts and commingled private equity funds. As the leader of a 75+ person team, the successful candidate will set strategic direction; promote a culture of excellence and fiduciary responsibility; provide guidance and support to the team; and partner with colleagues across the organization to drive growth of AEW's new and existing assets.

The successful candidate will be an industry leader with a strong track record in asset management and a passion for managing people and processes. In addition to overseeing the asset management function, s/he will collaborate with portfolio management and investor relations to provide timely and useful communications to investors, both written and verbal. This person will operate as a member of the firm's senior leadership team. More specifically, s/he will contribute to strategic planning and management at the private equity level.

The Head of Asset Management will report to Michael Byrne, Chief Investment Officer and Head of Private Equity and Debt for North America.

Responsibilities

Leadership

- Hire, develop, motivate and lead a diverse team of senior Asset Management professionals; establishing core standards and consistent approaches
- Participate in the Private Equity Senior Leadership Team to manage the private equity functions at AEW
- Work with Private Equity Finance and Fund Operations to ensure effective and collaborative delivery of services that support client needs
- Develop and execute strategic initiatives for AEW's private equity platform

Asset-Level

- Work with the Head of Acquisitions to develop and maintain best practices for onboarding new acquisitions and joint-venture relationships
- Lead the development and execution of annual asset-level business plans, including capital plans, selection of leasing brokers and property managers, quarterly internal valuations, annual external independent appraisals, annual hold/sell analysis of each asset, and selection of sales brokers
- Work with property-sector leaders to develop, execute, and course-correct asset-level strategic plans designed in tandem with portfolio managers
- Oversee the development and approval of property-level budgets in conjunction with third-party property management firms
- Engage with the technology council and Asset Management Team to vet and ultimately implement select proptech initiatives. Additionally, help lead the team's efforts to collect, track and utilize property and investment data more effectively

Investment and Firm-Wide Initiatives

- Provide asset- and market-level expertise to the investment committee, acquisitions, and research professionals
- Influence key stakeholders in company investment decisions
- Engage with the ESG Steering Committee to identify and implement firm-wide policies and procedures

External

- Proactively establish and maintain various industry contacts and relationships across the regions and nationally through various networking and real estate associations. This includes establishing a network with peers, competitors and vendors
- Actively participate in or designate other senior product specialists for sector-specific industry groups (NAIOP, ULI, NAREIM, REFA, NMHC, ICSC, etc.)

Qualifications

- 15+ years of relevant experience in asset management, portfolio management and/or operations
- Broad asset management expertise with an ability to oversee and understand multiple asset classes
- Prior management experience
- Strong interpersonal skills, with the ability to develop relationships with multiple stakeholders
- Excellent written and verbal communication skills
- Detail-orientation
- Adaptability and flexibility, including a proactive and positive approach to problem-solving
- Team-orientation and ability to work effectively and cooperatively in a collaborative environment

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