



Head of Asset Management

Who are we?

LeadCrest Capital Partners

LeadCrest Capital Partners (“LeadCrest”) is the first pan-European private equity real estate firm fully dedicated to sale-leaseback investments. It pioneers the asset class in Europe by replicating proven and time-tested strategies from the US market.

The team comes from a leading global asset and investment management firm where they developed the firm’s sale-leaseback strategy and grew it to become a successful global platform. Today, backed by large preeminent institutional investors, LeadCrest is recognized by investment bankers, real estate brokers, consultants, and advisors as one of the most active sale-leaseback investors across Europe.

Why should you join?

Market Opportunity

Sale-leaseback transactions have experienced tremendous growth with an opportunity set of €8 trillion, with a transaction volume that has increased 3x from c. €10 billion to c. €30 billion over the past decade. European companies are increasingly tapping this non-bank financing source to fund their corporate strategy in light of the current macroeconomic environment, high interest rates and volatile capital markets.

What will you do?

Job Description

The Head of Asset Management will be responsible for maximizing the value and performance of the portfolio properties by supporting the investment team, handling the relationship with tenants, implementing strategic plans, monitoring real estate assets, and coordinating various operational aspects including ESG initiatives.

The Head of Asset Management will also play a key role across the entire investment cycle and will work closely with the investment team from the initial investment underwriting and due diligence till the investment disposal.

Essential duties and responsibilities:

- Lead the asset management function of a European real estate fund
- Support investment team during Technical, Environmental, and ESG due diligence at acquisition
- Lead and coordinate asset onboarding processes following acquisition
- Prepare, implement, and monitor the annual budget for each property
- Prepare, implement, and track 5-year business plans for each investment/property
- Maintain accurate rent rolls for each property to ensure timely and accurate payments
- Review cash flows and distributions schedules prepared by the Finance Team
- Oversee local property managers to ensure tenant obligations under leases are met, and that properties are properly maintained, repaired, and upgraded to preserve and enhance their value and functionality
- Supervise lease agreements, renewals, and negotiations, ensuring compliance with contractual terms, and managing re-letting where applicable
- Monitor and enforce compliance with property regulations and legal requirements, ensuring a safe and legally compliant environment for tenants
- Ensure full compliance with lender requirements, including financial reporting, covenant monitoring, and certificate submissions
- Nurture positive relationship with tenants by monitoring satisfaction, addressing their needs, concerns, and inquiries promptly and professionally



- Conduct regular property assessments
- Coordinate and monitor development programs
- Lead and manage technical, environmental, and ESG initiatives including BREEAM certifications and asset decarbonization strategies
- Present educated building improvement initiatives required by BREEAM or other third-party processes, using the scenario analysis features of LeadCrest's digital platform
- Take ownership of digital data collection and management tool, leading and managing the collection process and reporting

Who are we looking for?

Qualifications

Prior Experience

- Bachelor's degree in real estate, finance, business administration, or a related field
- 9+ years of relevant professional experience, preferably including experience in Commercial Real Estate
- At least 4-6 years in a proven team managerial position
- Proven experience as an Asset Manager/Lease Manager or similar role in commercial real estate
- Strong experience in coordinating with stakeholders e.g. property managers, technical and environmental advisors, accounting firms, legal advisors, insurance companies, and other service providers
- Experience leading BREEAM certification processes

Personal Skills

- Strong leadership and organization skills with the ability to coordinate complex projects in a timely manner
- Self-motivated approach with ability and drive to lead projects and business functions independently
- Proven ability to negotiate effectively while defending strategic and financial objectives
- Proven team player with strong verbal and written communication skills, able to build relationships with tenants, lenders, and stakeholders
- Strong work ethic with a desire to work in a dynamic entrepreneurial environment
- Transaction execution and fund/investment management experience will be considered as an advantage
- Proficient in Microsoft Office applications, strong analytical skills with attention to detail
- Full written and spoken proficiency in English is a must. Additional European languages (German, French, Spanish, Portuguese, Italian, Nordics, etc.) will be considered as a plus.

Location: Paris office

Please visit www.leadcrestcap.com for more information about our company and send your **resume and cover letter** to careers@leadcrestcap.com and reference **"Head of Asset Management"** in the subject line.

No direct phone call enquiries please.