

# A Career in Commercial Property

**Advice from a Recruiter**

# Overview

01

Who we are

02

Market Insights

03

Career Pathways

04

Questions





# 01./ Who we are

# 01./ Who we are

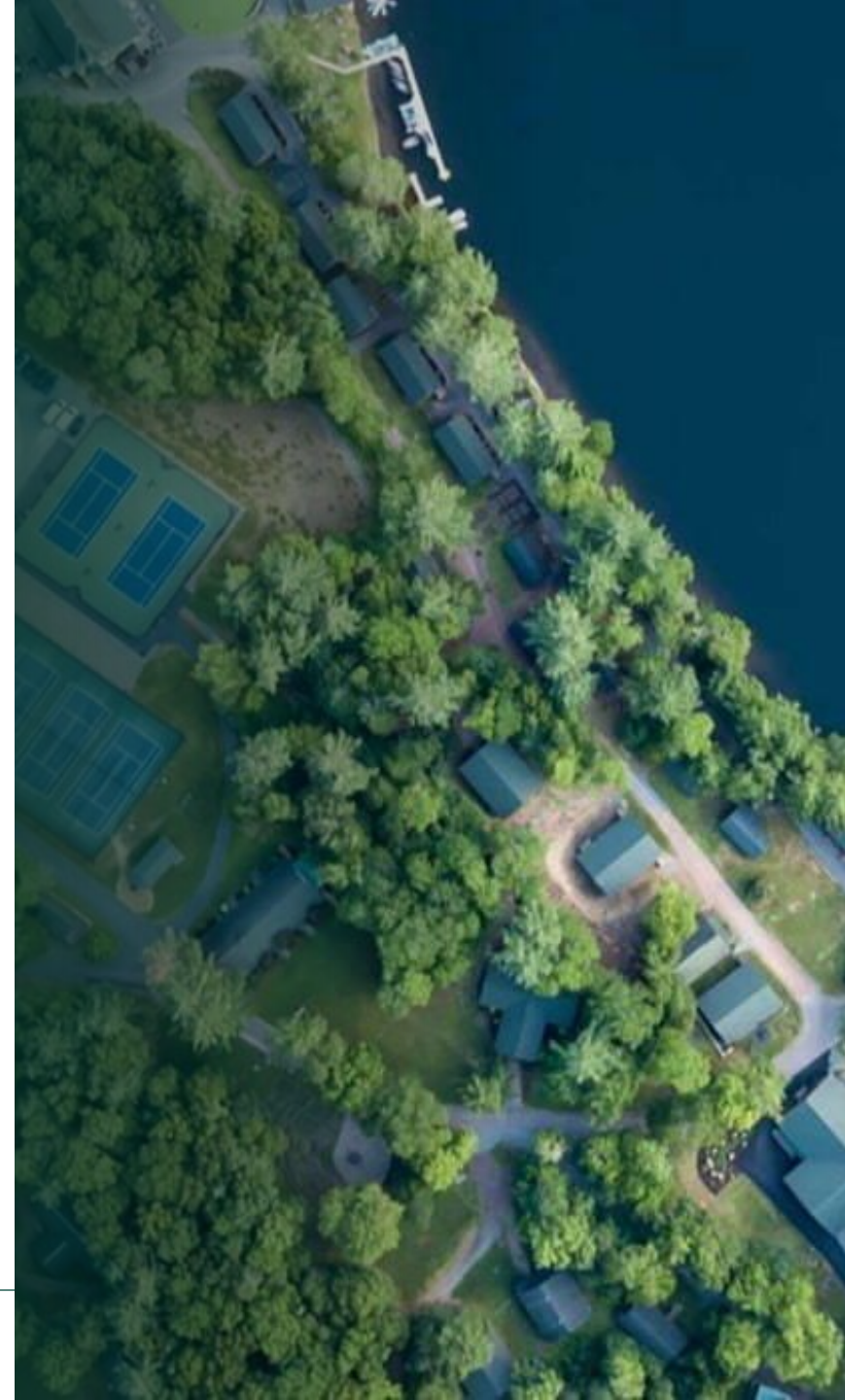
## **We Are New Zealand's Property & Infrastructure Specialists**

For twelve years and counting we've dedicated ourselves to providing high quality recruitment solutions to the Property and Infrastructure sectors here in New Zealand. Over this time our body of experience, contacts and knowledge has grown immeasurably, all of which feeds in to the market leading capability we offer today.

Assemble originated in New Zealand as Cobalt Recruitment in 2009. Cobalt is a leading international property recruitment brand operating across the UK, Europe, North America and Asia. In 2020 the New Zealand business became a separate, locally owned and managed entity.

There are lots of contributing factors that make us good at what we do. Really though the key one is – experience. We've got a lot of it and the more we gain the better we become at putting it all together for our clients and candidates. It's our business to stay over the market, to constantly expand our contact base, to listen to what people are telling us they are looking for and why, to take that information and give it market context, to help set realistic expectations and then to deliver on those expectations.

We do all of this objectively, efficiently and discretely.







## Matt Webster

Manager – Commercial Real Estate

Matt Webster is the Manager of Assemble's Commercial Real Estate business. With 15 years of professional sales experience, 6 of those specifically in property recruitment in the NZ market, Matt combines a highly tuned relationship building skillset, excellent technical understanding and deep networks across the commercial property sector to deliver outstanding recruitment solutions for his client base. As part of the wider strategy of the Commercial Real Estate business, Matt is championing new initiatives for the Assemble business to serve the property industry by providing guidance and advice for future professionals through industry body partnerships.

📞 0272746829 ✉️ [mattw@assemblerecruit.com](mailto:mattw@assemblerecruit.com)

in [mattwebsterrecruitment](#)



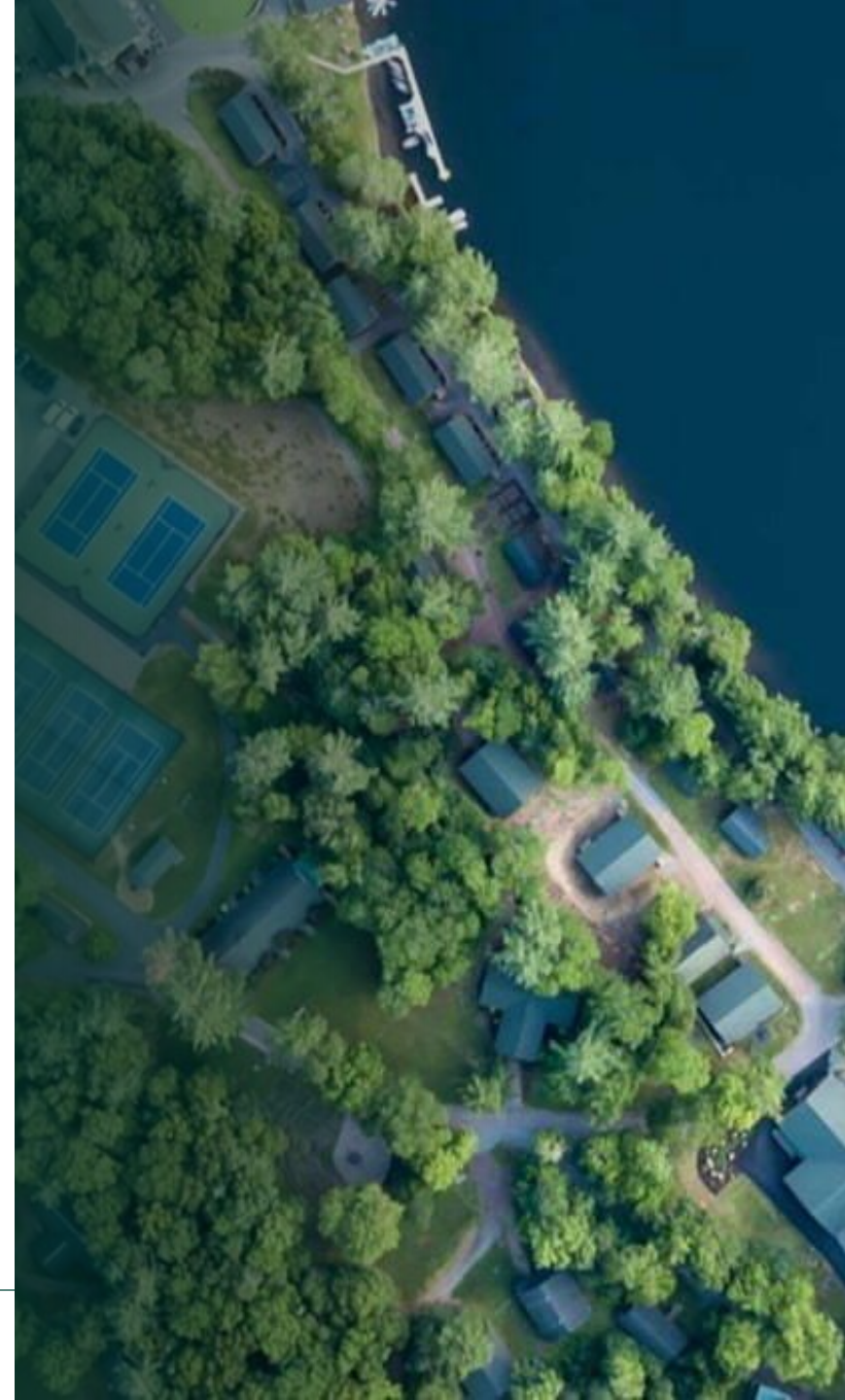


## 02./ Market Insights



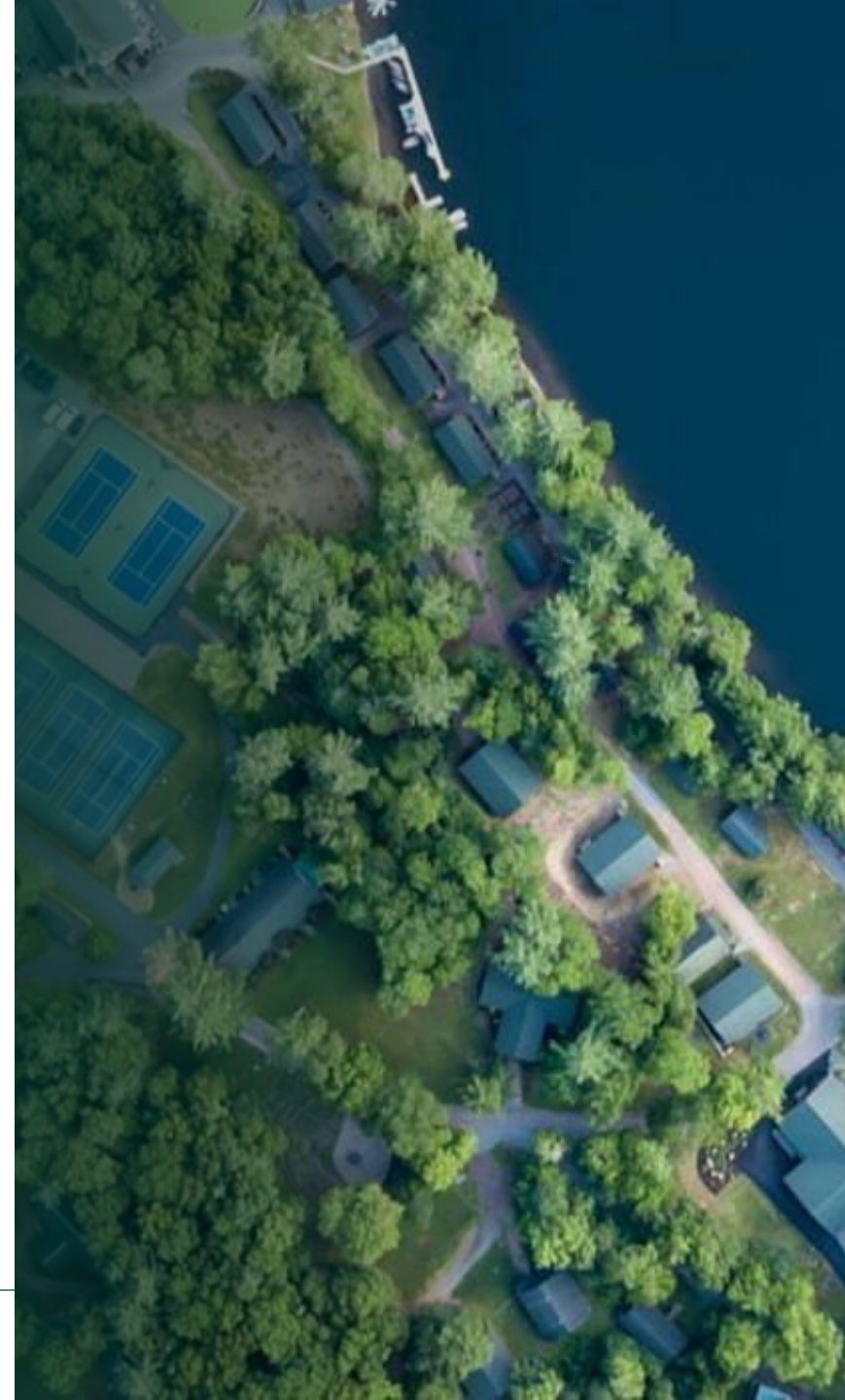
## 02./ Market Insights

- Current state of employment market slightly less heated than last year
- Interest rates have brought transactional activity to a standstill and shifted emphasis of employers focus to existing assets
- Post covid market, underwritten by very cheap debt, saw massive growth in job opportunities across the board
- That was a very fertile employment market for grads/recent grads which will have long term benefits for the talent pool with more people progressing their careers now than at any point before
- More uncertain/cautious environment has cooled that entry level market a bit but signs of that coming back online now
- Regardless of market conditions, the capital structure of the property sector has become much more diverse and arguably sophisticated with a lot of patient institutional capital coming into the property market in recent years.
- That means the peaks and troughs are shallower and the job market will remain much more active than what it has done historically, ie more opportunities more of the time
- A more sophisticated sector makes it even more important that you understand your career pathways as there are now more of them



## 02./ Market Insights

- The property sector is today short of talent and has been for some time. That is most likely locked in as a permanent setting.
- Significant expansion of the sector has created a lot more demand putting further strain on the talent pool
- Post covid outflow of talent at junior/intermediate levels has amplified the shortage.
- Very little relief coming the other way via returning kiwis
- What does this mean for future resiliency of industry talent pool, and, why is important that working in property is promoted as a career choice?







## 03./ Career Paths

# Property Management



# Market Insights Property Management

159

Professionals ▲ 5%

28

Changed jobs

3

Job posts

9

Engaged talent

## Where is this talent located?

[See Location](#)



### Top locations

### Professionals

Auckland, Auckland, New Zealand	71
Christchurch Metropolitan Area	17
Greater Tauranga Area	10
Greater Hamilton Area	9
Wellington, Wellington Region, New Zealand	8

## Who is employing this talent?

[See Company](#)

### Top companies

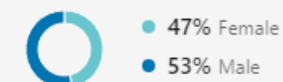
Professionals 1y growth Job posts

 Bayleys Property Services	7	▼ 13%	0
 Eke Panuku Development Auckland	6	▲ 50%	0
 NAI Harcourts	6	▼ 14%	0
 Bayleys Real Estate	4	▲ 33%	0
 NAI Harcourts Cooper & Co	3	▲ 200%	0


## Hiring demand ⓘ


**Moderate** This talent is moderately easy to hire

## Gender diversity ⓘ

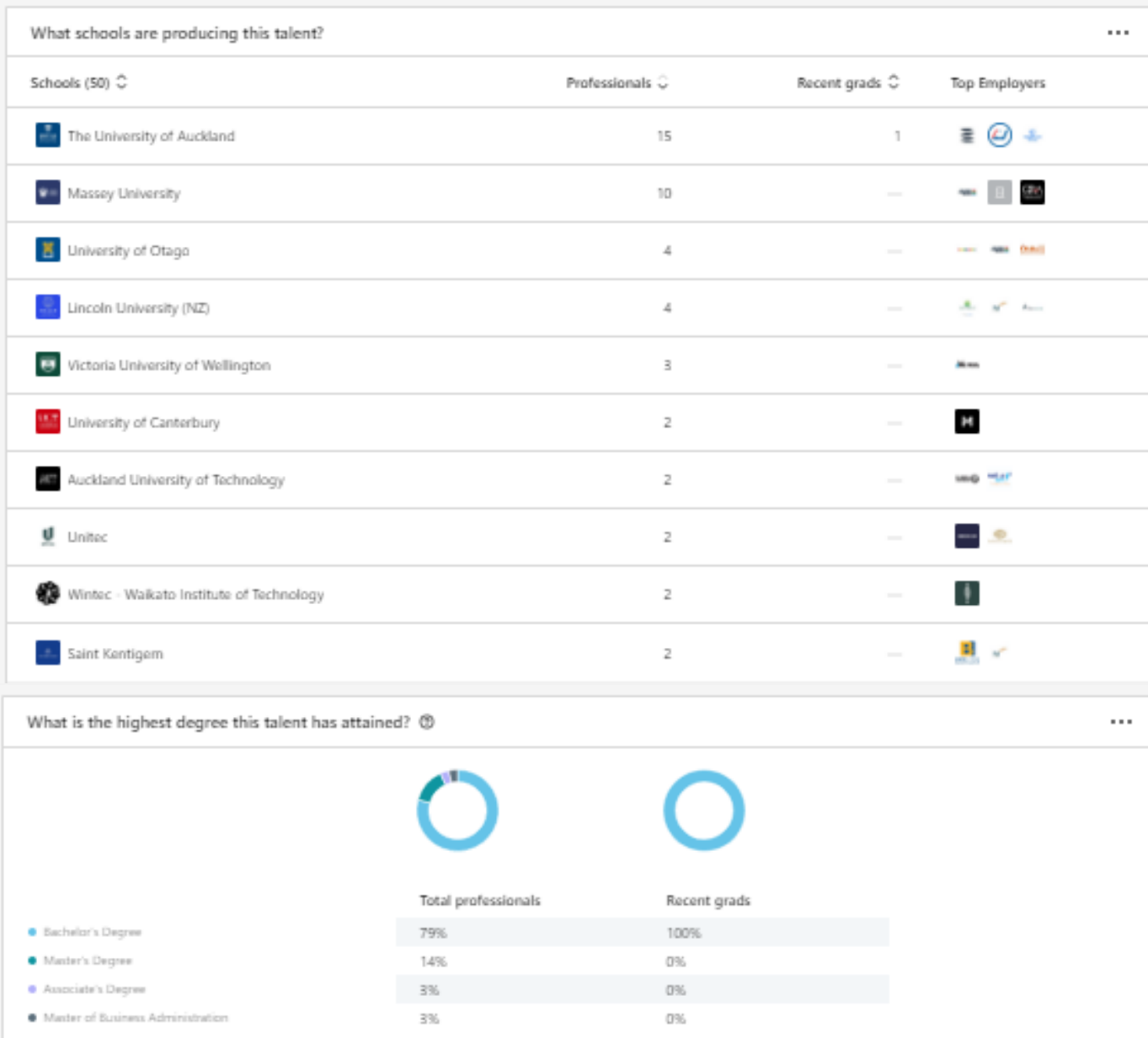


## Key insights

 **2 hidden gem locations**  
Greater Tauranga Area · Greater Hamilton Area

 **2.4 years median tenure**  
When professionals are most likely to switch jobs

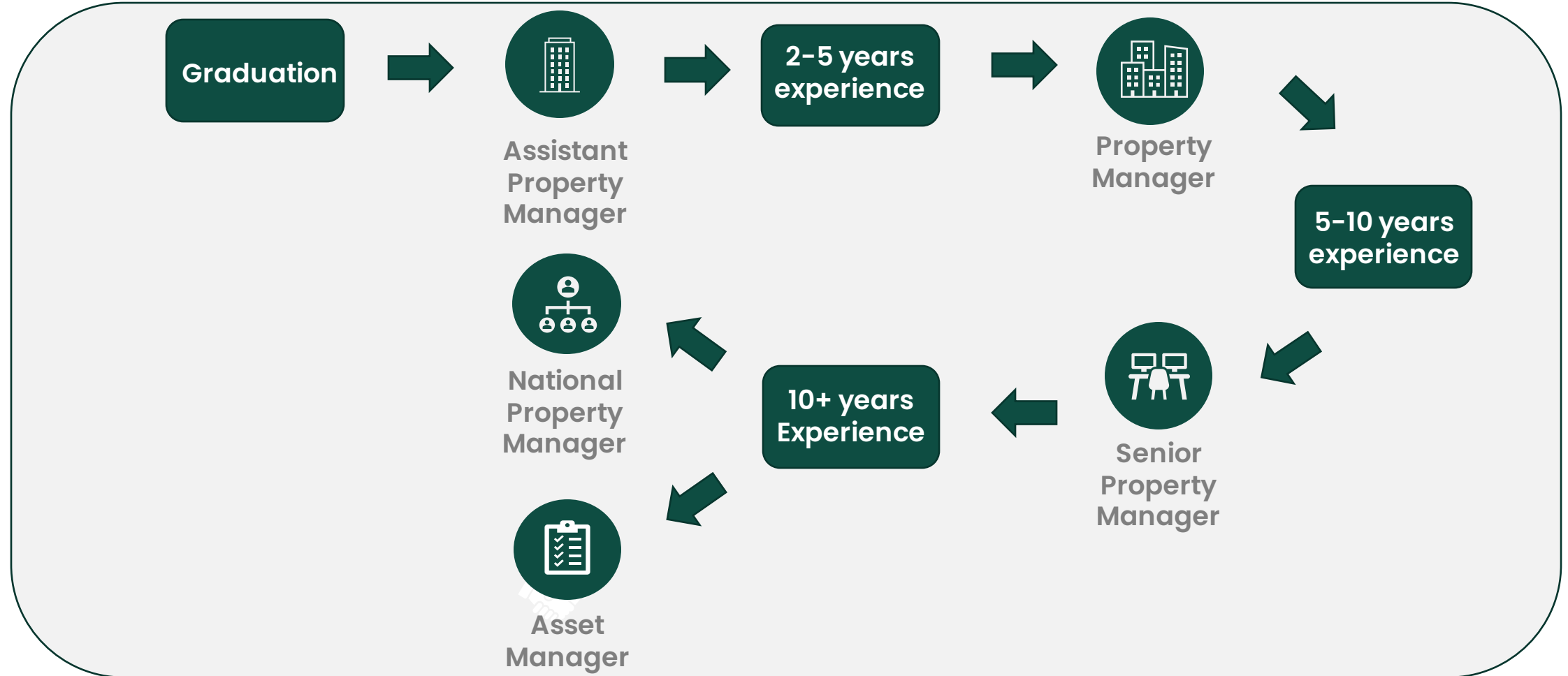
# Market Insights Property Management





# Property Management

Property Management	Salary	Bonus	Apr 22 (updated)
Assistant Property Manager	\$50,000 - \$70,000		\$55,000 - \$80,000
Property Manager	\$70,000 - \$100,000	5-10%	\$80,000 - \$120,000
Senior Property Manager	\$100,000 - \$130,000	5-10%	\$120,000 - \$150,000



# Property Management Pathway Example

## Career



## Education





# Asset Management

# Market Insights Asset Management

43

Professionals ▲ 23%

8

Changed jobs

--

Job posts

2

Engaged talent

## Where is this talent located?

[See Location](#)



### Top locations

Professionals

Auckland, Auckland, New Zealand	20
Christchurch Metropolitan Area	5
Wellington, Wellington Region, New Zealand	4
Nelson, Nelson, New Zealand	1
Lincoln University, Canterbury, New Zealand	1

## Who is employing this talent?

[See Company](#)

### Top companies

	Professionals	1y growth	Job posts
Fletcher Building	8	▲ 33%	0
Foodstuffs North Island Limited	3	▼ 25%	0
Opus International Consultants Limited	2	0%	0
Hōhepa Canterbury	2	0%	0
Invercargill City Council	1	—	0

## Hiring demand ⓘ

**Moderate** This talent is moderately easy to hire




















## Key insights

**0.8 years median tenure**  
When professionals are most likely to switch jobs

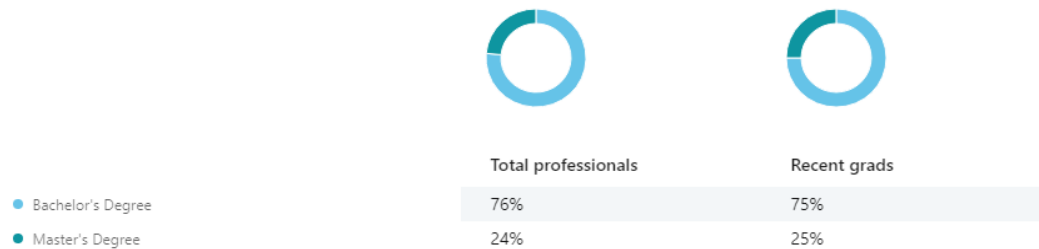


# Market Insights Asset Management

What schools are producing this talent? ...

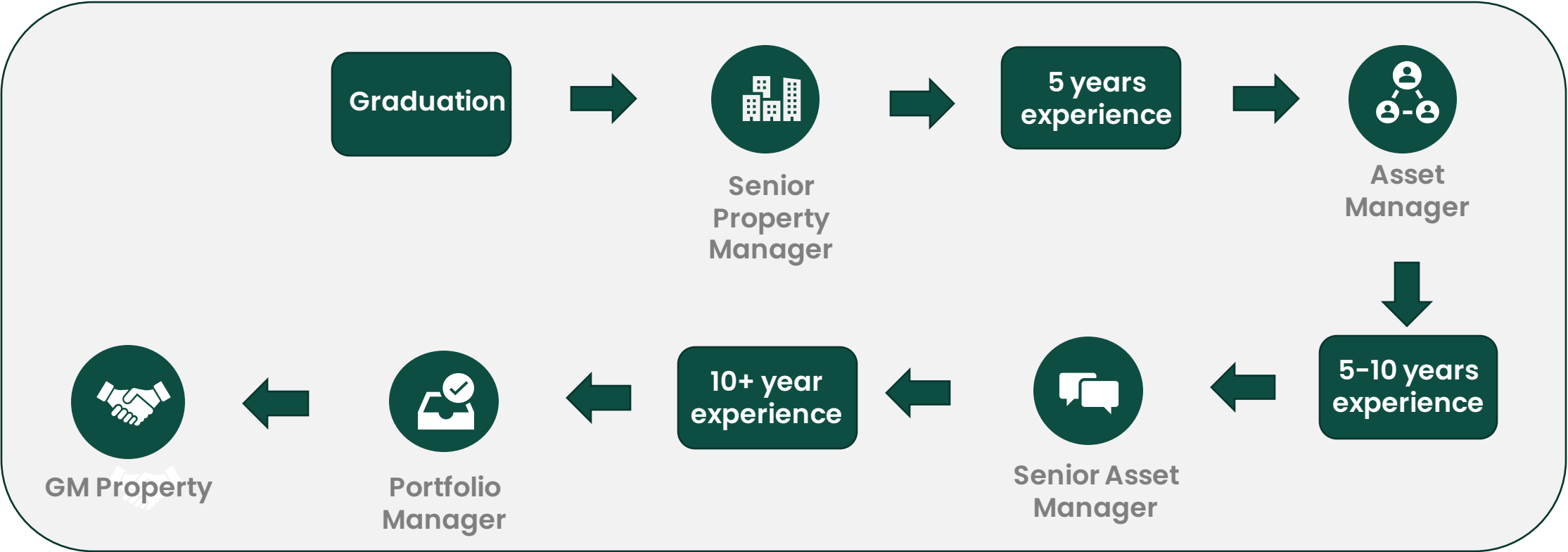
Schools (29) ↕	Professionals ↕	Recent grads ↕	Top Employers
 The University of Auckland	6	2	
 Massey University	5	—	
 Lincoln University (NZ)	4	—	
 University of Canterbury	2	—	
 The University of Waikato	2	—	
 St Cuthbert's College	2	—	
 Ara Institute of Canterbury	1	—	
 Auckland University of Technology	1	1	
 Victoria University of Wellington	1	—	—
 University of Kentucky	1	—	

What is the highest degree this talent has attained? ⓘ ...



# Asset Management

Asset Management			
Asset Administrator/Coordinator	\$80,000 - \$100,000		\$80,000 - \$100,000
Asset Manager	\$130,000 - \$160,000	15-20%	\$140,000 - \$180,000
Senior Asset Manager	\$160,000 - \$200,000	15-20%	\$180,000 - \$220,000
Portfolio Manager/GM	\$220,000 - \$280,000	20-30%	\$220,000 - \$300,000





# Asset Management Pathway Example

## Career

**CBRE**  
Assistant Property Manager – 2 years



**NCI Construction INC**  
Junior Project Manager – 1 year



**Precinct Properties**  
Property Manager – 4 years  
Senior Property Manager – 1 year



**151 Property**  
Asset Manager – 4.5 years

## Education

**The University of Auckland**  
Bachelor of Property and Bachelor of  
Commerce, Finance and  
Commercial Law Major

**The University of Auckland**  
BProp, Bcom, Finance & Commercial Law

# Facilities Management

# Market Insights Facilities Management

1,005

Professionals ▼ -4%

138

Changed jobs

11

Job posts

10

Engaged talent

## Where is this talent located?

[See Location](#)



### Top locations

### Professionals

Auckland, Auckland, New Zealand	384
Wellington, Wellington Region, New Zealand	110
Christchurch Metropolitan Area	75
Greater Hamilton Area	57
Greater Tauranga Area	25

## Who is employing this talent?

[See Company](#)

### Top companies

	Professionals	1y growth	Job posts
Colliers	29	▲ 26%	0
Auckland Council	24	▼ 4%	0
Fonterra	14	▲ 8%	0
Radius Care	14	▲ 56%	0
Air New Zealand	13	▲ 18%	0

## Hiring demand ⓘ

**Moderate** This talent is moderately easy to hire

## Gender diversity ⓘ



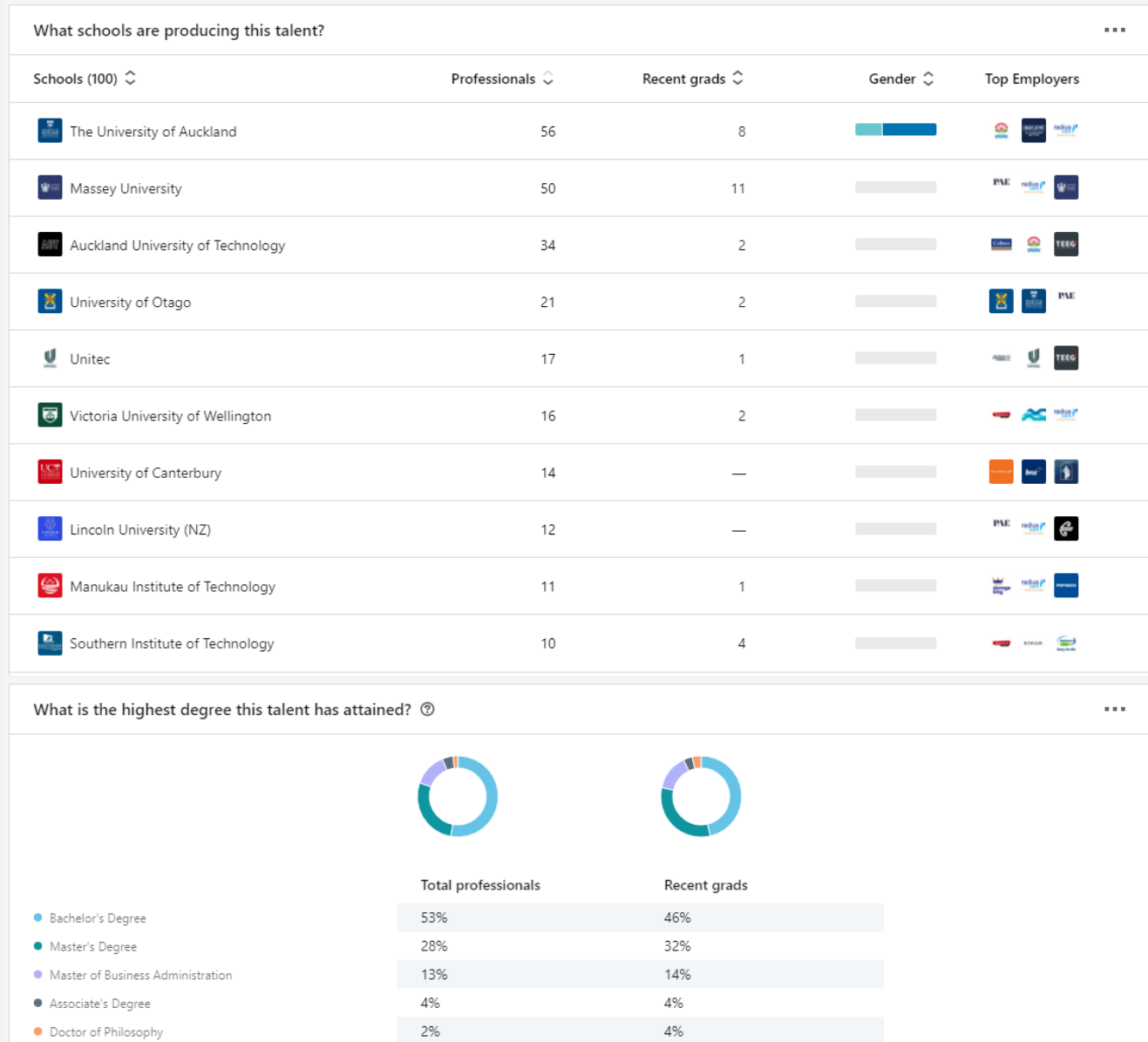
## Key insights

**3 hidden gem locations**  
Greater Hamilton Area · Greater Tauranga Area · Dunedin, Otago, New Zealand

**2.4 years median tenure**  
When professionals are most likely to switch jobs

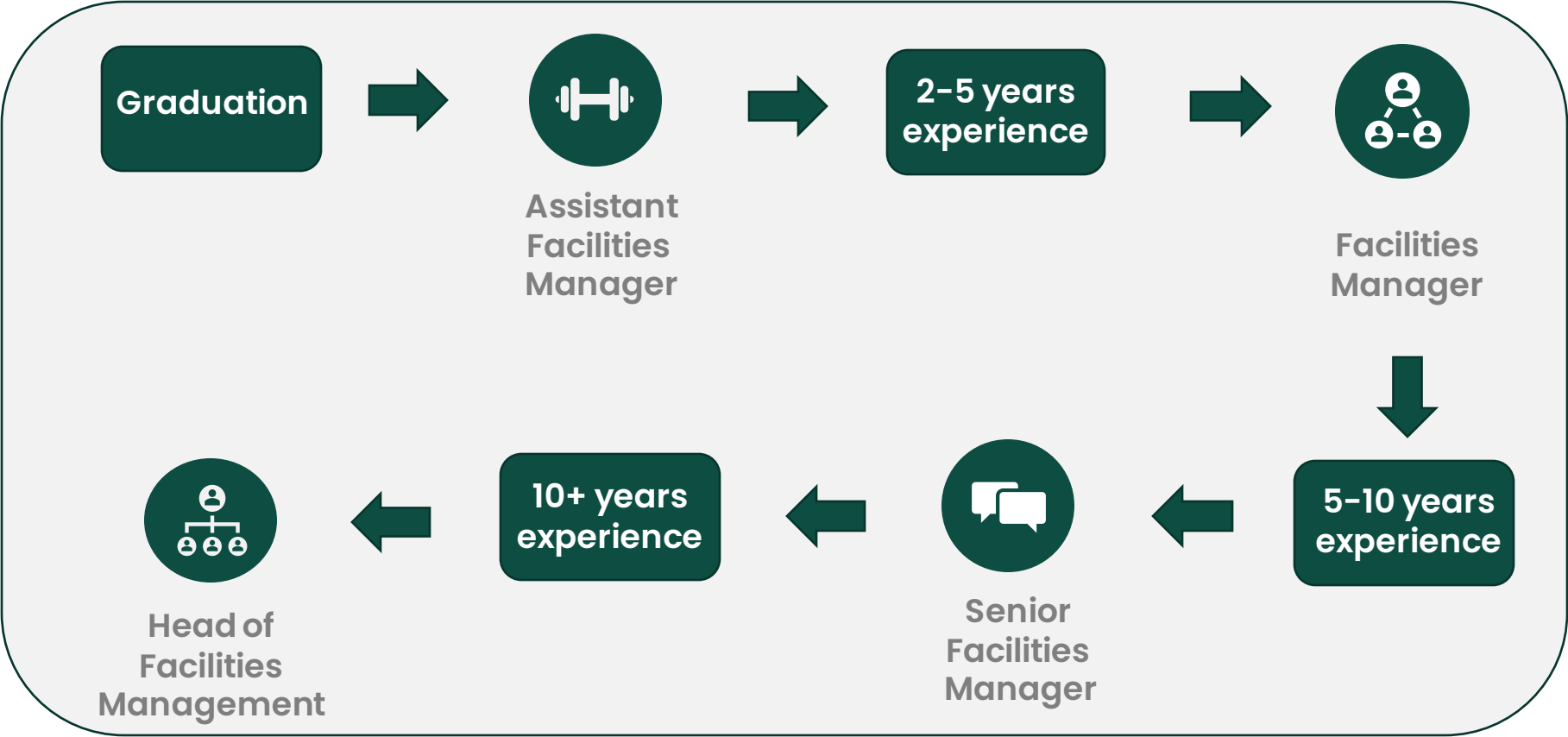


# Market Insights Facilities Management



# Facilities Management

Facilities Management			
Facilities Manager	\$60,000 – \$80,000		\$70,000 – \$90,000
Senior Facilities Manager	\$100,000 – \$130,000	5-10%	\$100,000 – \$150,000
Head of Facilities Management	\$140,000 – \$180,000	10-15%	\$150,000 – \$200,000



# Facilities Management Pathway Example

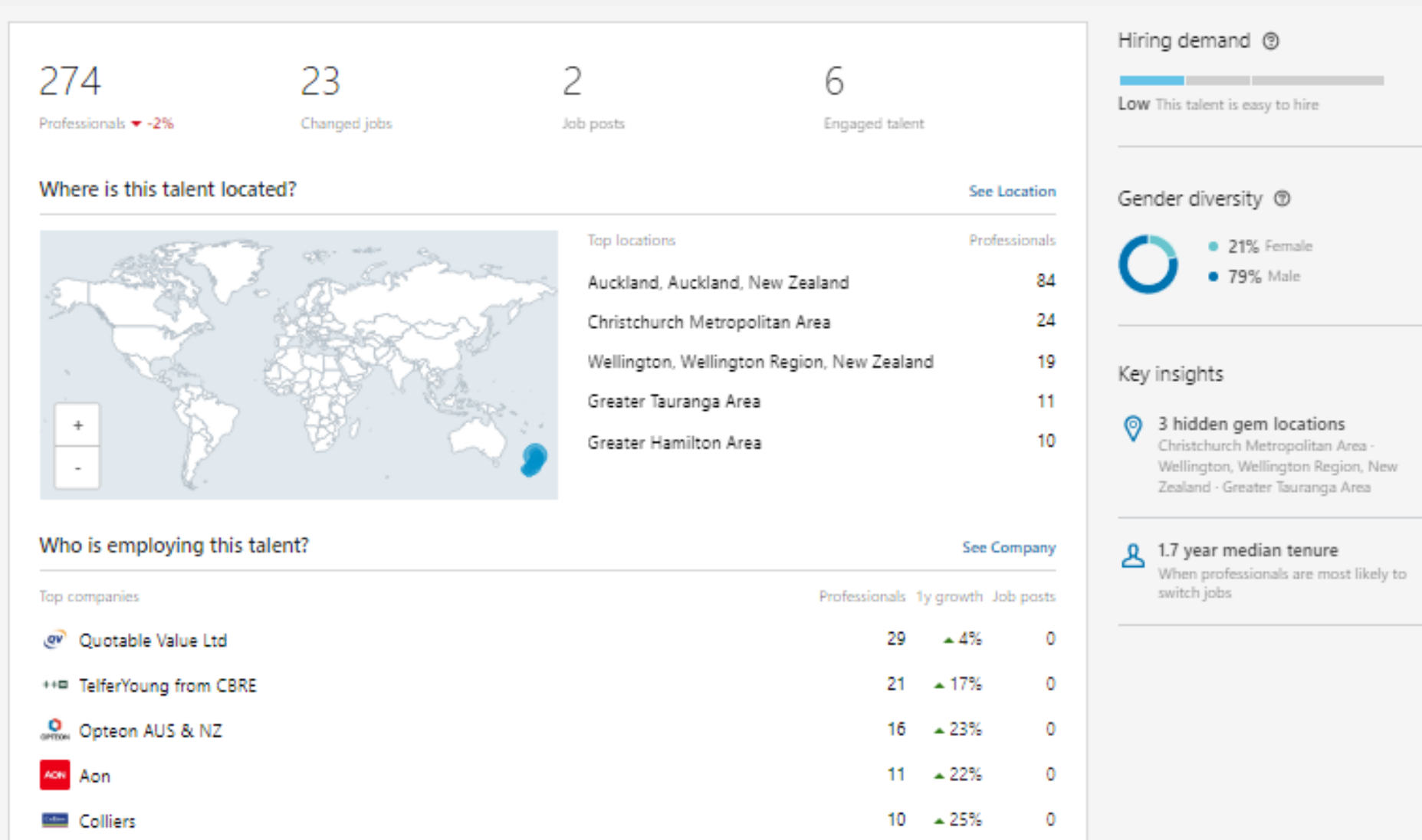
## Career





# Valuation

# Market Insights Valuation



# Market Insights Valuation

What schools are producing this talent? ...

Schools (48) ↕

Professionals ↕

Recent grads ↕

Top Employers

 Lincoln University (NZ)	49	5	 ++ 
 Massey University	47	7	++  
 The University of Auckland	38	15	  
 University of Otago	4	—	 
 Saint Kentigern	4	—	 Seagiers 
 Westlake Boys High School	3	—	  ++
 Auckland University of Technology	2	—	++
 University of South Australia	2	—	
 University of South Africa/Universiteit van Suid-Afrika	2	—	  
 John McGlashan College	2	—	—

What is the highest degree this talent has attained? ? ...



Total professionals



Recent grads

- Bachelor's Degree
- Master's Degree
- Master of Business Administration

93%

6%

1%

94%

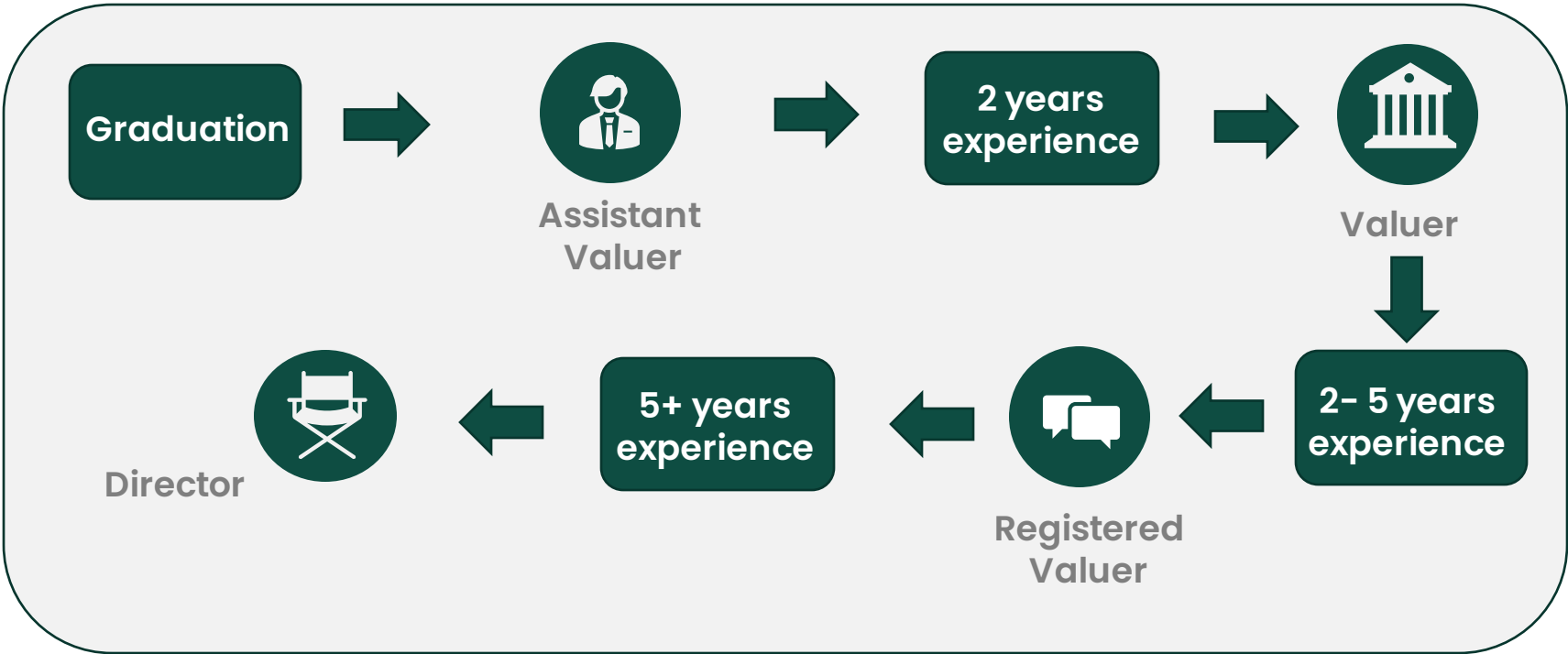
0%

6%



# Valuation

Valuation			
Assistant Valuer	\$50,000 - \$70,000	5-10%	\$55,000 - \$75,000
Valuer	\$70,000 - \$90,000	5-10%	\$75,000 - \$100,000
Registered Valuer	\$100,000 - \$120,000	Uncapped	\$100,000 - \$130,000



# Valuation Pathway Example

## Career Path

**Colliers**  
Research Analyst – 3 years  
Valuer – 3 years  
Registered Valuer – 1.5 years



**AMP Capital**  
Retail Analyst – 1.5 years  
Business Performance Partner – 2.5 years



**Oyster Property Group**  
Senior Analyst – 1.5 years  
Portfolio Analytics Manager – 1 year



**Dilworth Trust Board**  
Investment Analyst – 1 year

## Education

**University of Auckland**  
Bachelor of Commerce & Bachelor of Property  
(conjoint degree) Commercial Law, Management  
& Property

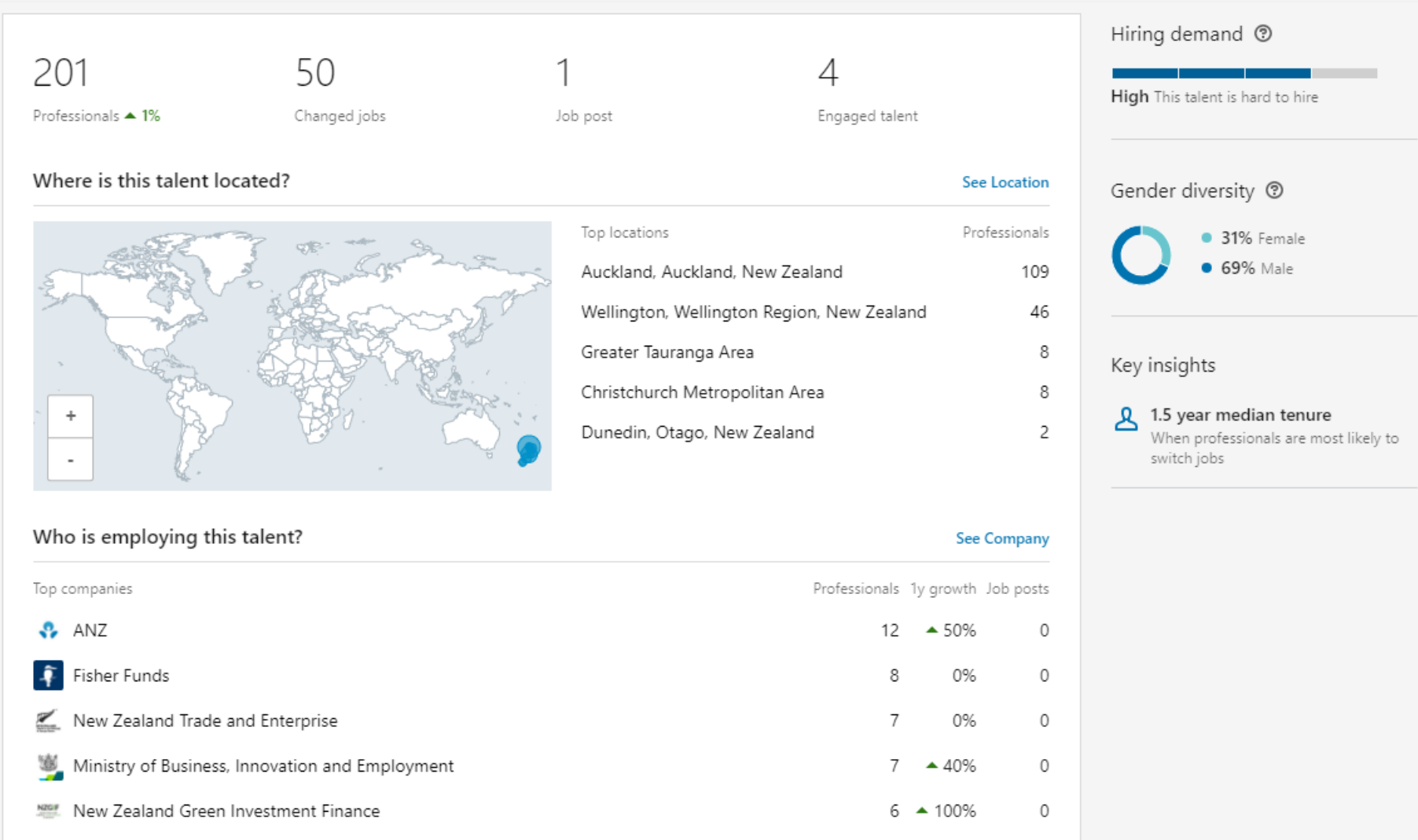
**Auckland University of Technology**  
Post Graduate Diploma in Business Administration

**Corporate Finance Institute (CFI)**  
Financial Modelling and Valuation Analyst

# Investment



# Market Insights Valuation



Where is this talent located?

See Location



Top locations

Professionals

Auckland, Auckland, New Zealand	109
Wellington, Wellington Region, New Zealand	46
Greater Tauranga Area	8
Christchurch Metropolitan Area	8
Dunedin, Otago, New Zealand	2

Who is employing this talent?

See Company

Top companies

	Professionals	1y growth	Job posts
 ANZ	12	▲ 50%	0
 Fisher Funds	8	0%	0
 New Zealand Trade and Enterprise	7	0%	0
 Ministry of Business, Innovation and Employment	7	▲ 40%	0
 New Zealand Green Investment Finance	6	▲ 100%	0

Hiring demand ⓘ

High This talent is hard to hire

Gender diversity ⓘ

31% Female





































69% Male

Key insights

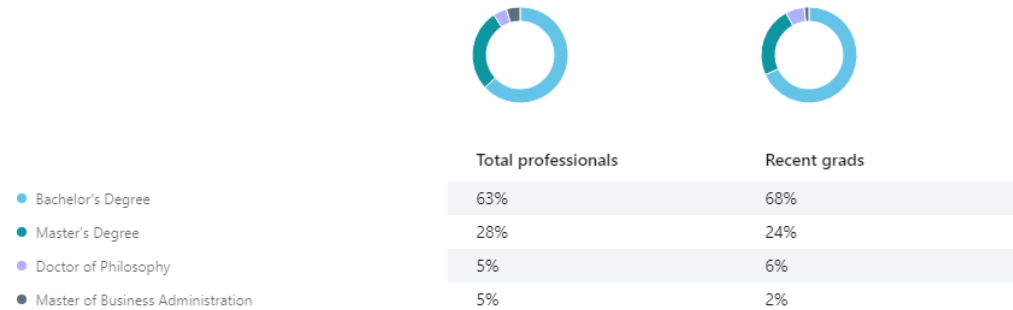
 **1.5 year median tenure**  
When professionals are most likely to switch jobs

# Market Insights Valuation

## What schools are producing this talent? ...

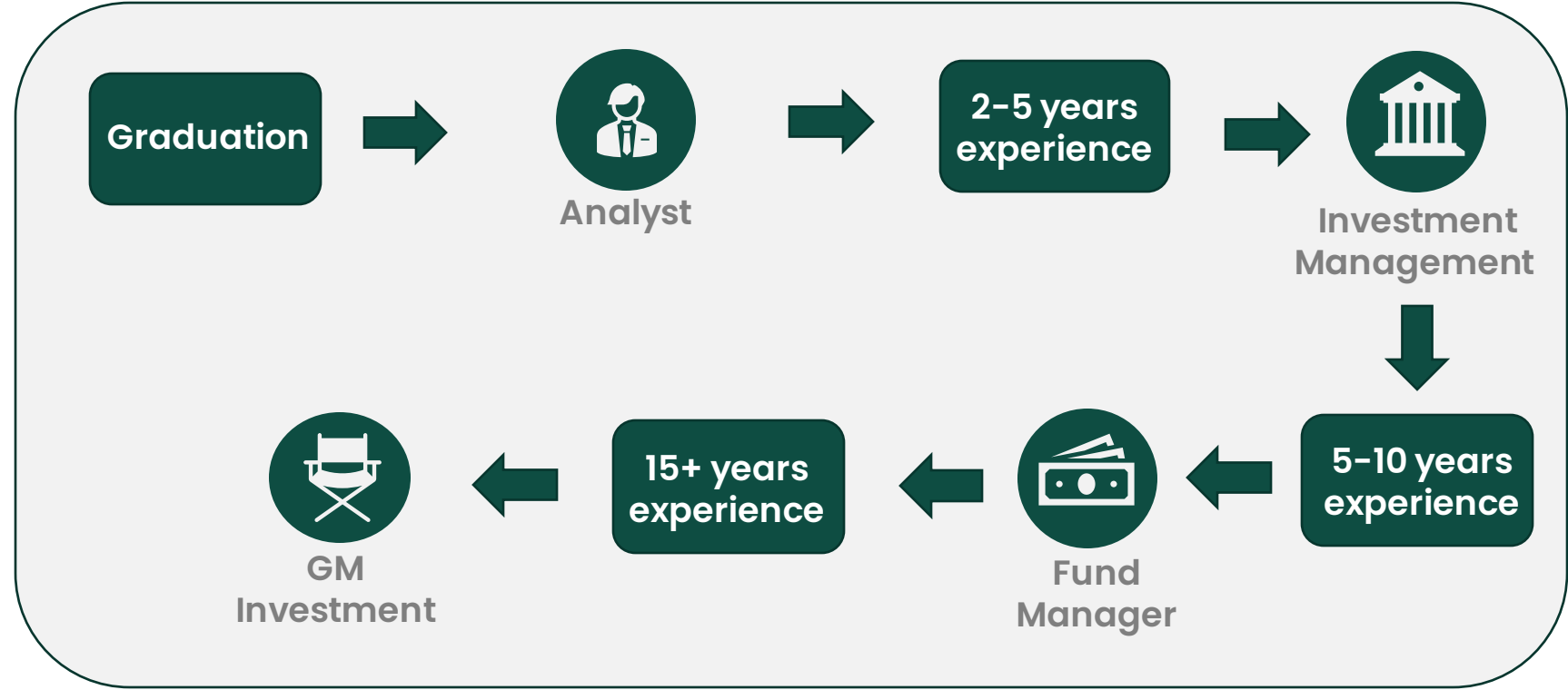
Schools (100) ↕	Professionals ↕	Recent grads ↕	Gender ↕	Top Employers
 The University of Auckland	61	30	<div><div></div></div>	  
 University of Otago	33	16	<div><div></div></div>	  
 Victoria University of Wellington	29	14	<div><div></div></div>	  
 Massey University	18	5	<div><div></div></div>	  
 Auckland University of Technology	16	7	<div><div></div></div>	  
 University of Canterbury	13	4	<div><div></div></div>	  
 The University of Waikato	12	5	<div><div></div></div>	  
 Auckland Grammar School	6	—	<div><div></div></div>	  
 Harvard Business School Online	3	2	<div><div></div></div>	
 Open Polytechnic of New Zealand	2	1	<div><div></div></div>	

## What is the highest degree this talent has attained? ? ...



# Investment

Investment			
Analyst	\$80,000 - \$130,000	5-10%	\$90,000 - \$150,000
Investment Manager	\$140,000 - \$180,000	15-20%	\$150,000 - \$200,000
Fund Manager	\$220,000 - \$250,000	20-50% STI & LTI	\$220,000 - \$280,000



# Investment Pathway Example

## Career Path

**Deloitte NZ**  
Accounting Analyst – 1.5 years  
Corporate Finance Analyst – 1 year  
Corporate Finance Senior Analyst – 1  
year



**Stride**  
Corporate Finance Analyst – 1 year  
Investment Manager – 2.5 years



**Craigs Investment Partners**  
Research Analyst – 2 years



**Stride**  
General Manager Investment – 2 years

## Education

**University of Canterbury**  
LLB/BCom, Law, Accounting



# Development

# Market Insights Development Management

88

Professionals ▼ -1%

10

Changed jobs

--

Job posts

11

Engaged talent

## Where is this talent located?

[See Location](#)



### Top locations

Professionals


Auckland, Auckland, New Zealand	47
Christchurch Metropolitan Area	10
Greater Hamilton Area	8
Wellington, Wellington Region, New Zealand	6
Queenstown, Otago, New Zealand	2

## Who is employing this talent?

[See Company](#)

### Top companies

Professionals 1y growth Job posts

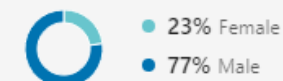
 Foodstuffs North Island Limited	7	▲ 40%	0
 Veros	3	0%	0
 Metlifecare	3	0%	0
 Tainui Group Holdings Limited	3	▲ 50%	0
 Eke Panuku Development Auckland	2	▼ 33%	0

## Hiring demand ⓘ




**Moderate** This talent is moderately easy to hire





















## Gender diversity ⓘ



## Key insights

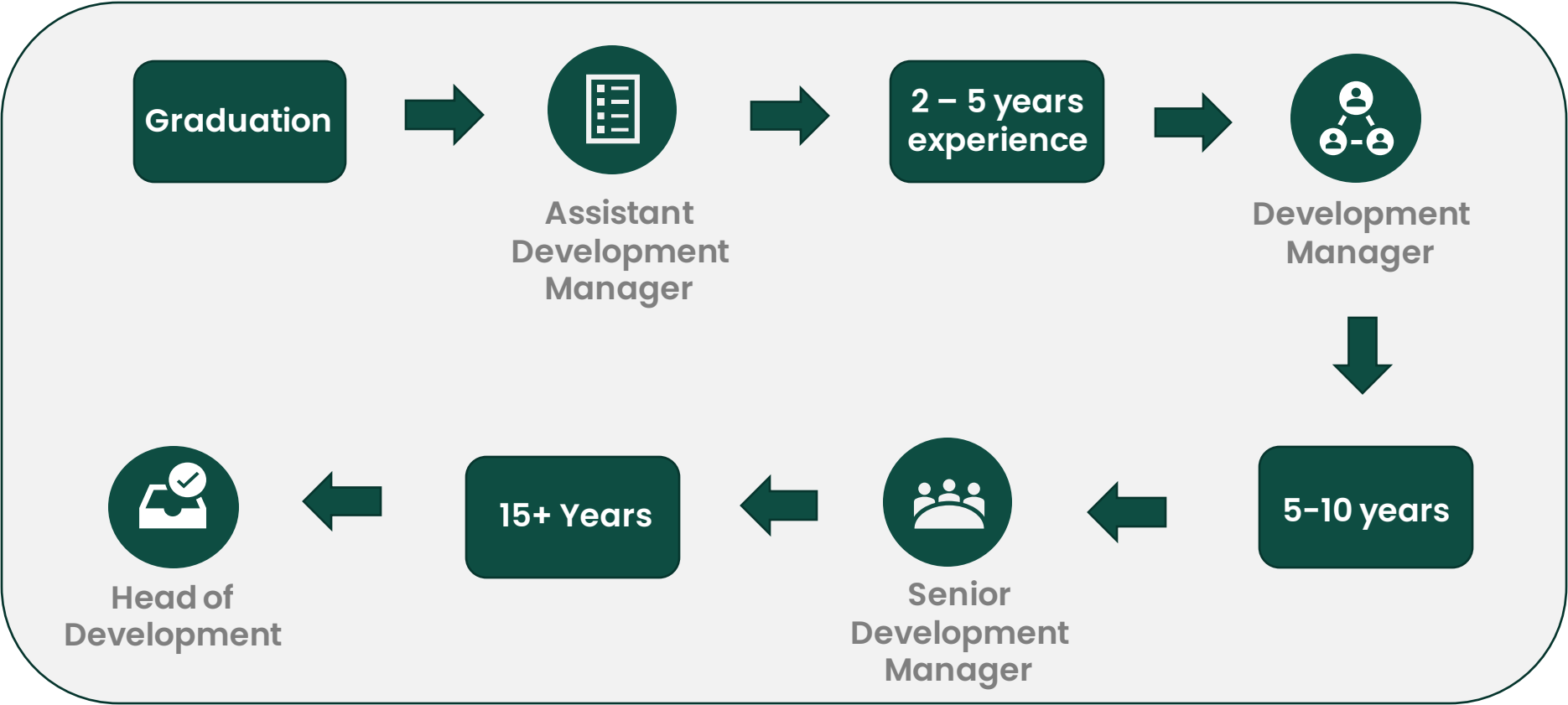
 **3.8 years median tenure**  
When professionals are most likely to switch jobs

# Market Insights Development Management

What schools are producing this talent?				...
Schools (50) ↕	Professionals ↕	Recent grads ↕	Top Employers	
 The University of Auckland	15	1		
 Massey University	10	—		
 University of Otago	4	—		
 Lincoln University (NZ)	4	—		
 Victoria University of Wellington	3	—		
 University of Canterbury	2	—		
 Auckland University of Technology	2	—		
 Unitec	2	—		
 Wintec - Waikato Institute of Technology	2	—		
 Saint Kentigern	2	—		

# Development Management

Development Management			
Assistant Development Manager	\$80,000 - \$130,000	10 - 15%	No change
Development Manager	\$140,000 - \$200,000	15 - 20%	\$150,000 - \$220,000
Senior Development Manager	\$220,000 - \$275,000	20 - 30%	\$230,000 - \$275,000
Head of Development	\$280,000 - \$350,000	20 - 50% STI & LTI	N/A



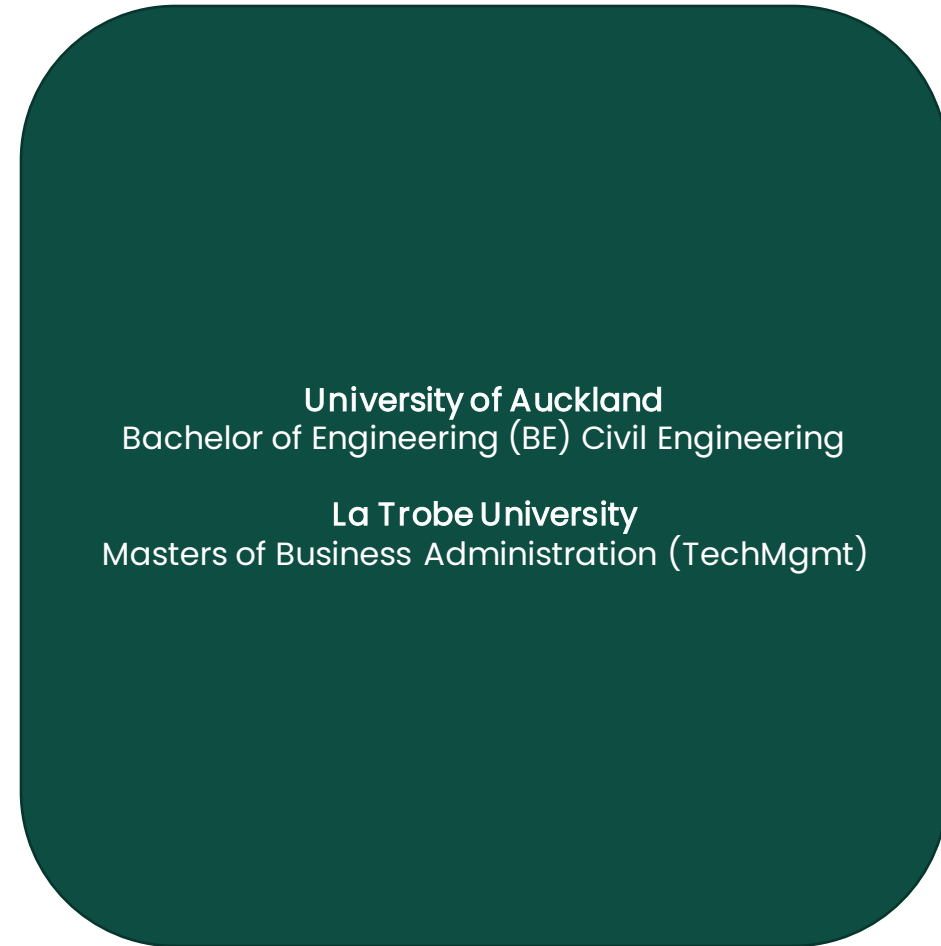


# Development Management Pathway Example

## Career



## Education





## 04./ Questions



# Stay in Touch

Matt Webster

[mattw@assemblerecruit.com](mailto:mattw@assemblerecruit.com)

027 274 6829

