

Property Manager

ORGANISATION & ROLE SPECIFICATION

The Organisation

Fletcher Building is a New Zealand based company with diversified global operations in manufacturing and distribution of building materials, and involvement in residential and commercial construction. With a strong heritage and market-leading position in New Zealand, Fletcher Building has grown to establish a strong position across Australasia and an increasing international presence.

The company is New Zealand's largest publicly listed company by market capitalisation, and also maintains a prominent position on the Australian Stock Exchange. Fletcher Building employs 20,000 people across more than 40 different countries and generated net earnings after tax of \$283M in the most recent financial year.

Fletcher Building's operations are carried out in over 50 Business Units, grouped within 7 Divisions, with Business Unit General Managers reporting to Division Chief Executives. Decision-making is decentralised and each Business Unit is highly autonomous, with responsibility for P&L, customer outcomes and satisfaction, and employee satisfaction. The Executive Committee focus is on leading the overarching corporate strategy, and driving unifying values across the group, as reflected in the 'Fletcher Building way'.

Fletcher Building is now seeking to make a significant appointment of a Property Manager who will join the team at the head office located in Penrose, Auckland.

The Role

Accountable for the management of a significant \$2b Property Asset Portfolio in New Zealand, the Property Manager will report directly to the Chief Financial Officer. The primary objective of the Property Manager will be to establish effective management of an asset register and database to provide meaningful information, with the secondary objective to identify an appropriate tool to support these measures.

Furthermore, the role will be responsible for the analysis of the existing property portfolio leading to the development of the short, medium and long term strategic plans and road map for the property portfolio in order to maximise returns on investment and deliver cost savings.



The role will be responsible for working collaboratively across the Fletcher Building divisions to provide them with support around lease negotiations, identifying opportunities for efficiency gains and maximising collaboration across the group where possible.

Measures of Success

Measures of success will be focused around the achievement of:

- ⑥ Identification of the appropriate tool leading to establishment and effective running of the asset register and database, within the first year to eighteen months
- ⑥ Development of not only the strategic plan and road map, but the short, medium and long term strategic plan of the Property function
- ⑥ Rationalisation of the property portfolio whilst reviewing investment merits and as a consequence, delivering exceptional results, efficiency gains and cost savings.

Value Proposition

The senior executive team within Fletcher Group fully support the need to understand the extent of the current property portfolio which is estimated to be in the region of \$2b worth of assets with approximately 400 properties. This represents an exciting proposition and green field opportunity to review the significant \$2b property portfolio of the renowned Fletcher Group and establish a significant presence across the wider business. As a consequence the Property Manager will devise the strategic plan to maximise and make best use of the property portfolio and be supported by in house resources.

Subsequently their visibility across the Fletcher Group will be immense. The opportunity to build a career beyond property after success in this arena is a genuine possibility. The culture is results-driven but allows a high level of autonomy and independence, with significant investment in training and development. Not only are the Fletcher Group well regarded in the global market but the scope for development within the group will be a likely attraction. Fletcher Building's employee proposition is "experience and training like nowhere else".

Career Trajectory

To succeed, the Property Manager will need to bring:

- ⑥ **An acute understanding of the property arena** ideally from an investment perspective; supported by a tertiary qualification in this profession.
- ⑥ **The ability to influence and work collaboratively** across the senior executive and to the divisions is of paramount importance



- ⑥ **Strong experience in property management** with experience in developing strategic plans, leading lease negotiations and rent renewals, asset registry setup and/database maintenance, forecasting, occupancy rates etc.
- ⑥ **Investment experience** in this arena and experience in light manufacturing in the property capacity would also be of considerable benefit which would include previous management of a diverse property portfolio.

Key competencies

Critical personal attributes required for success in this role will include:

- ⑥ Drive for Results - The ability to influence across the senior executive and to the divisions. A proven strategic thinker that demonstrates analytical and intelligent thinking
- ⑥ Drives business transformation - Demonstrated aptitude to intelligently maximise and rationalise property portfolio/s and information
- ⑥ Customer focus – builds strategic partnerships across the business, drives efficiency and cost benefits for their internal customers
- ⑥ Ambitious and independent with a self starting nature.

Contact Details

The following team members at Kerridge & Partners are dedicated to this assignment:

- ⑥ Vikki Maclean, Partner
- ⑥ Deborah Wong, Research Associate
- ⑥ Amanda Jeffs, Team Coordinator

For further detail, or to express an interest in this opportunity, please contact Deborah Wong in confidence on +64 9 969 9908 or email deborah@kerridgepartners.com or Vikki Maclean on + 64 9 969 9906 or 027 269 9906 or email vikki@kerridgepartners.com.

