



## REAL ESTATE & ASSET MANAGEMENT

### PROTECT YOUR ASSETS **WITH ACCOMPLISHED PROFESSIONALS**

Property owners need accomplished professionals they can rely on to maintain their investments and capably run their assets. Finding candidates of such a high caliber, however, is a costly, time-consuming venture without the right screening and hiring processes in place. With our wide-reaching talent networks and extensive experience in every practice in the vertical—commercial, industrial, mixed-use, retail, hospitality, residential multifamily market rate, and affordable housing including HUD, LIHTC & manufactured housing—The Newport Group will find the right fit for any position in your enterprise. Our search process guarantees we only work with candidates who are **in the market**, not just “on it”, so we know that every expert we present is qualified for the position and dedicated to their practice. What’s more, we tailor our searches to meet your unique needs, ensuring your human capital investments provide a fast, long lasting and positive return.

### OUR REAL ESTATE & ASSET MANAGEMENT PLACEMENTS INCLUDE:



#### Senior Management

- CEO/President
- COO
- CFO
- VP, Finance VP,
- HR
- VP, Marketing
- VP, Operations
- VP, Sales



#### Asset & Property Management

- VP,SVP, EVP of Asset Management
- VP, Acquisitions
- VP, Investments
- VP, Valuation
- Director of Redevelopment
- Asset Manager
- Regional Property Manager



#### Other Specialties

- VP, Leasing
- Acquisition Analyst
- District/Area GM
- Controller
- Partner
- VP, Development
- Project Developer

## KNOWING IS THE WHOLE BATTLE

Qualified, trustworthy talent is essential to keeping your organization profitable, so you deserve a search firm with an understanding of both the happenings in your industry and your company's strategic priorities. At Newport, not only do we stay involved in the industry, keeping an eye on investment trends, demographic data and "who's who", we also utilize a **proven, proprietary search process** that ensures our candidates don't just fill an open position, but continually contribute to your business' long-term success.

## THE NEWPORT GROUP'S SMART SEARCH PROCESS™

S

**SPECIFY** - The first step we take is to define particulars—not just for a role, but your company, its mission, and your business goals. We work with you to establish the objectives and specifications of the position and to understand the character and culture of your organization. This way we have a thorough understanding of what you do and don't want, and how best to present your opportunity to candidates in the next step.

M

**MARKET** - We use a unique combination of research and recruiting tactics to find, attract and bring in professionals who not only meet the skills, experience and vision you require, but are ready and able to make their next career move. Industry and competitor analysis, an extensive referral network, and hyper-targeted social media engagement are just some of the tools we use to acquire **the right fit** for your organization.

A

**ASSESS** - Every candidate we choose for this step undergoes a comprehensive interview and career evaluation. We thoroughly examine their work history and a myriad of professional criteria, from awards and accolades to passions and ambitions. **We also become your champion**, highlighting the opportunities and benefits associated with your company, all to establish that the caliber and objectives of the professionals we present will meet, if not exceed your expectations.

R

**REFER** - Once the assess step is complete, we present a detailed summary of the **most qualified, well-suited candidates** in the market, and provide intelligent, realistic direction moving forward. We know these final steps can be difficult for both candidates and clients, so we make them as easy and clear as possible, offering both parties practical negotiation guidance, coaching candidates through their transition, and maintaining communication throughout the hiring process.

T

**TRACK** - Our clients aren't just another fee, they're long-term partners, and our relationship doesn't end after an accepted offer. We assist in resignation and on-boarding processes, and provide consistent, hands-on follow up well after the start date to **ensure a smooth transition** for you and your newly hired talent. Bottom line, our goal is to help your organization achieve enduring prosperity with successful placements of qualified, experienced industry leaders.

## GET TO KNOW A TEAM MEMBER



JOHN FITZPATRICK  
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Follow me on: **in**

John leads The Newport Group with extraordinary vision and leadership, setting the company standard with exemplary professionalism and passion he's developed over 20+ years in Executive Search. Currently managing our real estate practice in the West. John has worked been in the industry as a senior consultant for Ernst & Young's real estate division as well as in real estate recruiting for nearly 20 years. He has experience in the entire real estate vertical including owner managers, developers, and other real estate companies.

Go to [www.newportsearch.com](http://www.newportsearch.com) and learn more!



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