

Commercial Real Estate Executive Search



AFFORDABLE UPSTATE
MULTIFAMILY INVESTMENTS

Client Objective & Challenges

The two Principals of Affordable Upstate, a real estate investment firm that acquires and redevelops affordable housing properties, were handling the responsibilities of an Asset Manager.

In order to have the bandwidth to focus on new business opportunities that would drive the continued growth of their company, the Principals determined they needed an experienced professional to manage their properties and help realize their financial goals.

Upon a referral from a friend at a private equity group, they decided to explore executive recruitment services with SelectLeaders.

Affordable Upstate was seeking to recruit a candidate that aligned with their growth plan. In order to fulfill that goal, they required:

- A hiring team with specific Commercial Real Estate recruiting experience
- A large network of CRE professionals to recruit from
- The ability to allow their small team to focus on their main roles and objectives

The Solution & Approach

After a fact finding session, the SelectLeaders team outlined the desired specialized skills of the ideal candidate for Affordable Upstate. The initial list of requirements included experience with:

- Regional property management in multifamily
- Asset management
- Preparing monthly and quarterly reports for investors
- Writing proposals and understanding underwriting and financial modeling
- Preferred experience in affordable housing

Using SelectLeaders job postings, 3rd party job boards for outreach, and director sourcing through local companies, the Executive Search recruiters hand-selected candidates and prepared summaries of each individual up for consideration.

In addition to recruitment services, the SelectLeaders team also assisted with the creation of a job description, offer letter and competitive benefits package.



What is Executive Search?

A SelectLeaders service where real estate recruitment experts help place the best candidate for your role and company.

Your Next Steps:

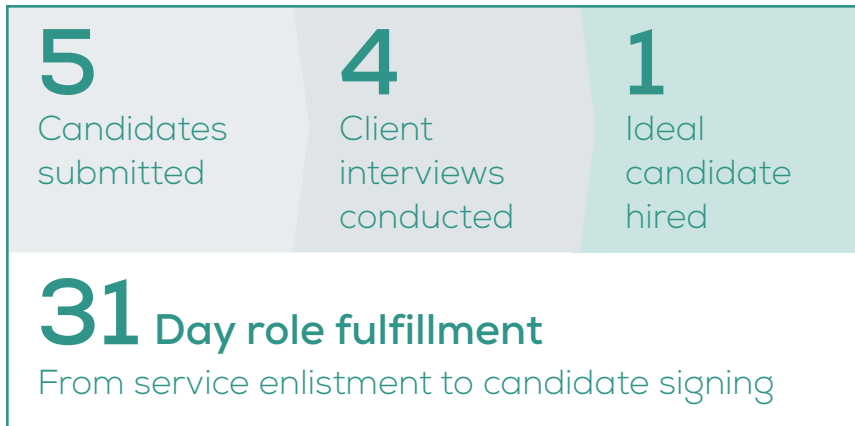
- ▶ Learn About the Process
- ▶ Schedule A Discovery Call
- ▶ Email Our Recruiters

Results & Stats

The final chosen candidate had:

- ✓ Regional property management experience
- ✓ Understood affordable housing
- ✓ Fit well with the company culture
- ✓ Possessed an entrepreneurial spirit

Affordable Upstate gained a great employee whose interests align with their professional career path and the company's growth objectives.



Your Best Talent Isn't Always On the Job Hunt.

We Can Help Find & Hire Them.

Using SelectLeaders' Executive Search service gives you a competitive advantage in today's candidate-driven market. We aim to ensure the best hire for your company. From consultation to hire and everything in between, we deliver thoughtfully chosen, qualified candidates to fill your open roles.

I NEED HELP RECRUITING



"We used SelectLeaders to help build out a key management role for our organization. The recruiting team found several great candidates and helped us hire the most ideal one pretty quickly. We were pleased at how seamless the search went and it certainly saved us time using them. The experience also taught us some great best practices and important insights for our future hiring needs."

- Affordable Upstate Co-Founder & Principal, Mario E. Brown