

# DRIVING PROGRESS IN CHALLENGING TIMES

## MARKET COMMENTARY

NOVEMBER 15, 2023

Heading into 2024, we wanted to take a moment to share our perspective on the current CRE hiring market.

Following the COVID lockdowns, a once-in-a-career bull market in CRE hiring began in Jan. 2021 and lasted until May 2022. Firms had both money and confidence, and doubled or tripled down on hiring.

May 2022 brought interest rate challenges, and hiring dropped off precipitously in investment roles (e.g., acquisitions and financial analysis). Many CRE staffers had not travelled abroad in years due to COVID and Summer 2022 allowed them to take vacations.

The overall hiring trend from Sep 2022 to present (Nov 15, 2023) is a slightly rising trendline with scattered starts and stops.

## OBSERVATIONS ON THE MARKET

- Unemployment in CRE is still below the Oct. 2023 national rate of 3.9%. In some geographic markets and functions, we continue to see negative unemployment.
- Asset management searches have been “hot” in 2023 as transaction activity is down and many investment firms focus on existing holdings.
- Succession planning is an ongoing trend. Many leaders expended significant energy bringing their firms through COVID to restore growth in 2021 and 2022, and are now deciding to leave or retire.
- **Investment hiring:** Mid / senior level positions in investments focused roles (acquisitions, sales, etc.) are difficult to find, with deal volume off by as much as 70% compared to 2022.
- **College graduates:** Entry-level CRE analyst positions are scarce for new grads, with openings down more than 55% versus 2021. Investment firms will find slim pickings in the market for 2-year analysts in 2025.
- **Of the Big 4 product types,** industrial is still number one (but facing absorption challenges in many markets). Multifamily is number two, with retail and office battling for 3rd or 4th place.



## SUCCESSION PLANNING: A KEY AREA OF FOCUS IN 2024

Focusing on 2024, RETS is heavily engrossed in succession planning with our clients.

**Remember:** Succession planning is not just limited to executive roles. It's across all levels as staffers retire at different stages and others move up to assume those roles, leaving opportunities for others.

RETS has been featured in a number of articles and interviews in recent months, as you'll see below. Please reach out if we can assist you with any of your hiring needs as you plan for 2024 and beyond.

## FINANCIAL ANALYST SURVEY RESULTS

As one of the nation's most respected specialized executive and permanent search firms, we're pleased to leverage our two decades of experience to provide unique insights into the employment market for CRE professionals who are still early in their careers.

Our 2023 Financial Analyst Survey – the 12th annual edition of this key study – shows a market facing clear headwinds, yet offering continued opportunities for analysts and associates.

### KEY TAKEAWAYS FROM THIS YEAR'S SURVEY INCLUDED:

- **71%** of analysts state the hiring climate for analysts / associates is significantly or slightly worse than a year ago.
- **72%** of analysts with under 2 years of experience are looking for new opportunities.
- Compensation continues to increase, with average total compensation growing **4.9%** across all experience levels.
- Advanced degrees don't lead to higher compensation – experience does.

[Click HERE for more information](#)

## EXPANDING OUR LEADERSHIP!



**Berkeley Davis**  
Principal

[Connect and Congratulate Berkeley!](#)

This summer, one of our most dynamic executives, **Berkeley Davis, was promoted to our leadership team as a new Principal.** Berkeley – who celebrated her 11-year anniversary with RETS earlier this month – has been a major driver of our growth across the country and is based in Denver.

**Please join us** in extending well-deserved congratulations to Berkeley in her new role!

## RETS IN THE NEWS

### Our Top Features



### The Junior Hiring Spree is Over, Survey Says – Nov. 7, 2023

Real Estate Alert examines the results of our 12th annual Financial Analyst Survey.

[Click HERE for the full article](#)



### Succession Planning: A little preparation goes a long way – Nov. 1, 2023

Our newest Principal, Berkeley Davis, examines best practices for firms to proactively prepare for what happens when key leaders and executives retire.

[Click HERE for the full article](#)



### Analysis: Federal Reserve keeps rates stable, but no near-term end seen to market stasis – Sept. 22, 2023

A look at the Fed's decision to pause rate hikes in September, along with its impact on the broader CRE market and hiring trends.

[Click HERE for the full article](#)

## CAREER PLACEMENTS

RETS Associates has recently filled the following job openings on behalf of our clients:

• Chief Investment Officer	Retail / Multi-Family	San Diego
• Managing Director	Multi-Family	Phoenix
• SVP, Development	Retail	Orange County
• SVP, Asset Management	Multi-Family	Los Angeles
• VP, Asset Management	Industrial	Dallas
• VP, Asset Management	Multi-Family	Atlanta
• VP, Property Management	Office / Retail	San Francisco
• VP, Development & Acquisitions	Multi-Family	Los Angeles
• Asset Manager	Multi-Family	Denver
• Development Director	Industrial	Orange County
• Development Manager	Retail	Houston
• Director of Investor Relations	Multi-Family	Orange County
• Senior Associate	Retail	Houston
• Real Estate Associate	Private Equity	Washington D.C.
• Investment Analyst	Retail	Bethesda
• Property Manager	Industrial	Atlanta
• Property Manager	Office / Industrial	Denver

[View Our Current Career Openings](#)

If you have hiring needs or questions about succession planning strategies, please reach out to Kent ([kent@retsusa.com](mailto:kent@retsusa.com)) or Berkeley ([berkeley@retsusa.com](mailto:berkeley@retsusa.com)).