



PANTHEON  SEARCH

Real Estate Introduction & Market Data





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Pantheon Search

Summary

We are a lean and dynamic search boutique, specialising in data-driven recruitment for alternative investment professionals across London and Europe.

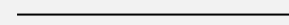
With a network of top-tier candidates from Analyst to MD level, we deliver high-calibre longlists tailored to each client's needs through proactive headhunting and deep sector insight.

What sets us apart is our data-led approach and rigorous vetting process; including third-party references, and our ability to fully represent client messaging during initial candidate engagement.

Our agile structure enables us to move faster, closer and more effectively than larger firms, offering a truly partnership-led approach that drives successful placements and long-term client growth.

Real Estate

- Commercial Real Estate
- Residential Real Estate
- Hospitality Real Estate
- Real Estate Credit
- Special Situations



Analyst-Managing Director:
Investment & Asset
Management

Credit Investment

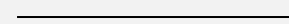
- Direct Lending
- Mezzanine Debt
- Distressed Debt
- Special Situations
- Structured Credit
- Asset-Based Lending



Analyst-Managing Director:
Investment & Debt Asset
Management

Hedge Funds

- Public/Private Credit
- L/S Equity & Credit
- Event-Driven
- Quantitative/Systematic



Researcher – Analyst – PM
Investment & Asset
Management/

Anecdotal Real Estate Compensation:

Analyst: 0-3 Years' experience

Low:	£60,000	+ Bonus: £15,000	(Total: £75,000)
Median:	£70,300	+ Bonus: £30,000	(Total: £100,300)
High:	£85,000	+ Bonus: £52,000	(Total: £137,000)

Associate: 3-6 Years' experience

Low:	£85,000	+ Bonus: £45,000	(Total: £130,000)
Median:	£105,000	+ Bonus: £52,100	(Total: £157,100)
High:	£135,000	+ Bonus: £118,000	(Total: £253,000)

VP: 5+ Years' experience

Low:	£125,000	+ Bonus: £70,000	(Total: £195,000)
Median:	£135,000	+ Bonus: 130,000	(Total: £265,000)
High:	£185,000	+ Bonus: £225,000	(Total: £410,000)

Director/Principal: 7-15 Years' experience

Low:	£160,000	+ Bonus £120,000	(Total: £280,000)
Median:	£200,000	+ Bonus: £220,000	(Total: £420,000)
High:	£250,000	+ Bonus: £400,000	(Total: £650,000)

Managing Director: 15+ Years's Experience

Low:	£225,000	+ Bonus: £290,000	(Total: £515,000)
Median:	£250,000	+ Bonus: £450,000	(Total: £700,000)
High:	£300,000	+ Bonus: £750,000	(Total: £1,050,000)

Identified Talent Mapped:

RE Investment Banking:	264
M&A:	170
Real Estate Finance:	109
Debt Advisory:	57
RE Private Equity:	1913
Acquisitions (or hybrid Acquisitions + AM)*:	1601
*Including Special Situations:	(255)
Asset Management:	312
RE Credit Investment:	604
Structured Credit*:	152
Private Credit*:	382
*Including Special Situations/Hybrid Credit:	(167)
Loan Asset Management:	70

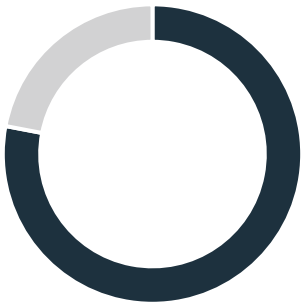
Gender Diversity:



29.5% Female vs. 70.5% Male

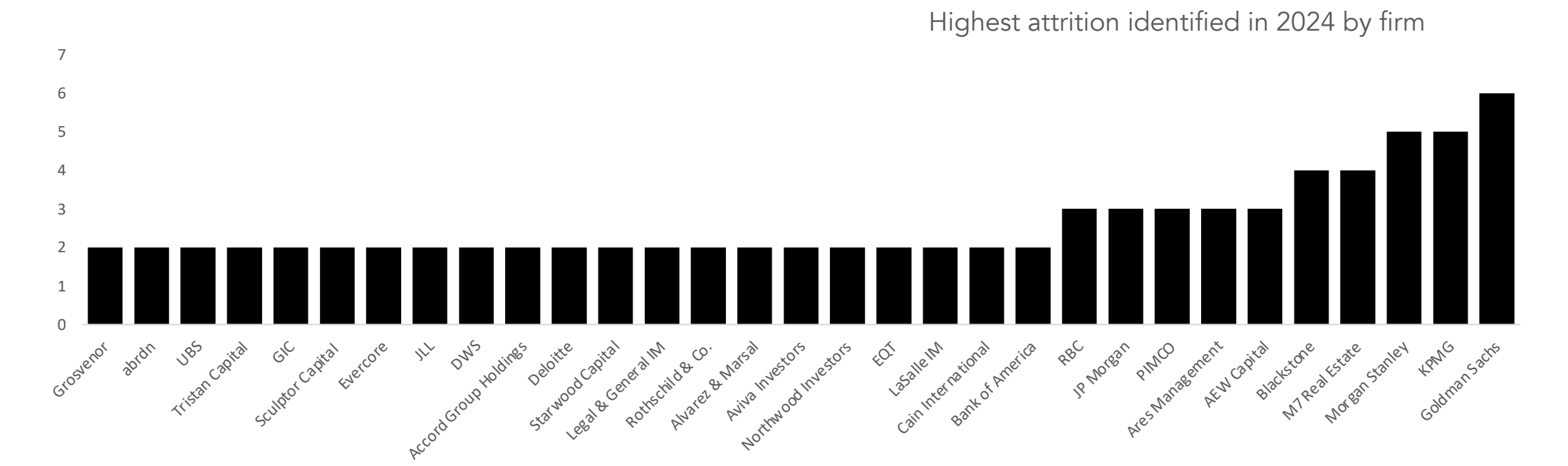
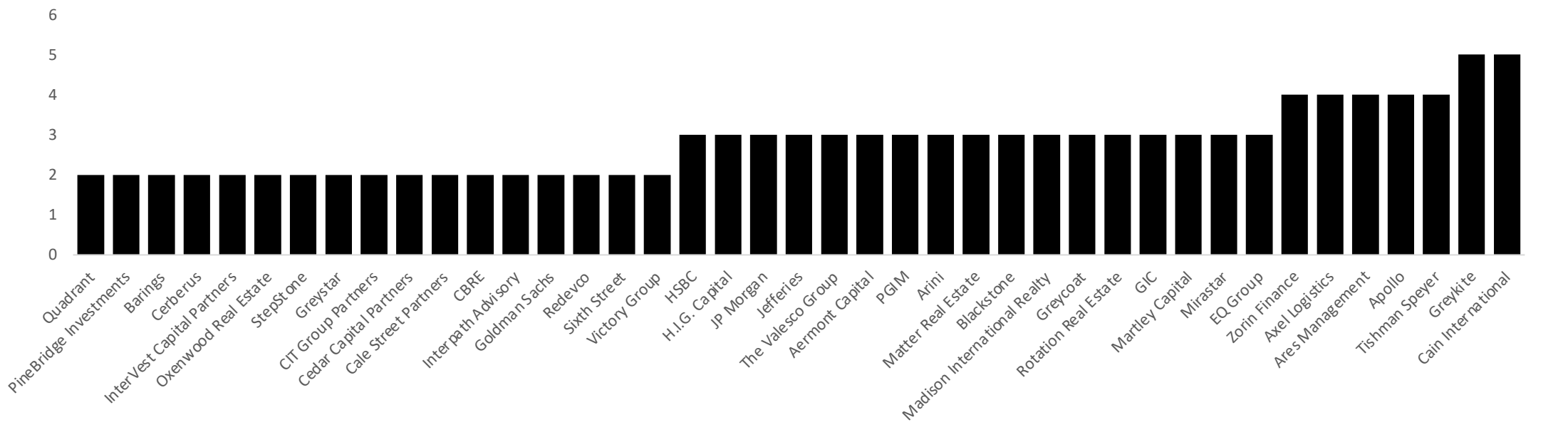


22% Female vs. 78% Male



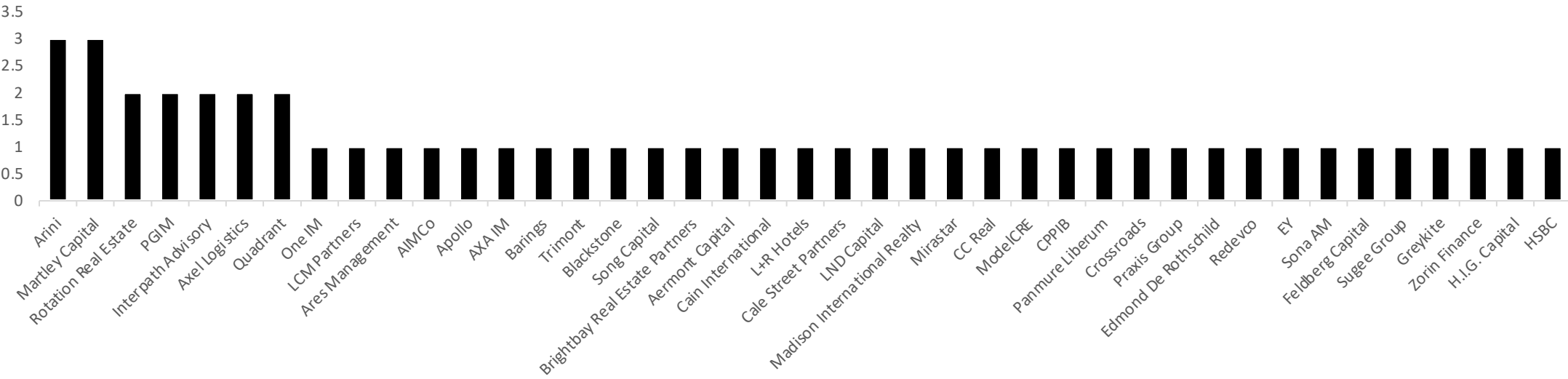
16% Female vs. 84% Male

Identified Real Estate Hiring 2024

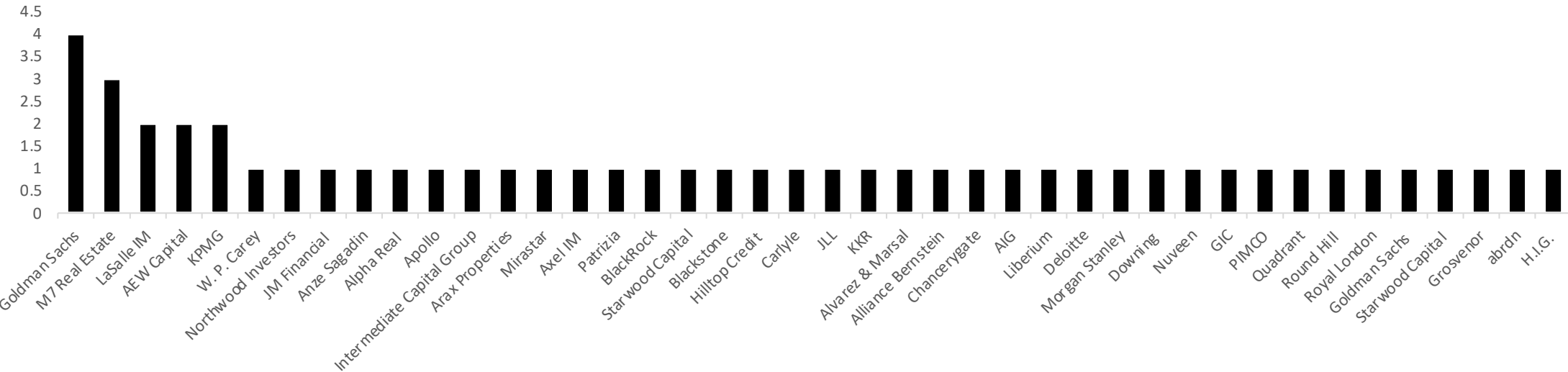


Junior & Mid-level Move Distribution

Distribution of Hiring by Firm



Distribution of Leavers



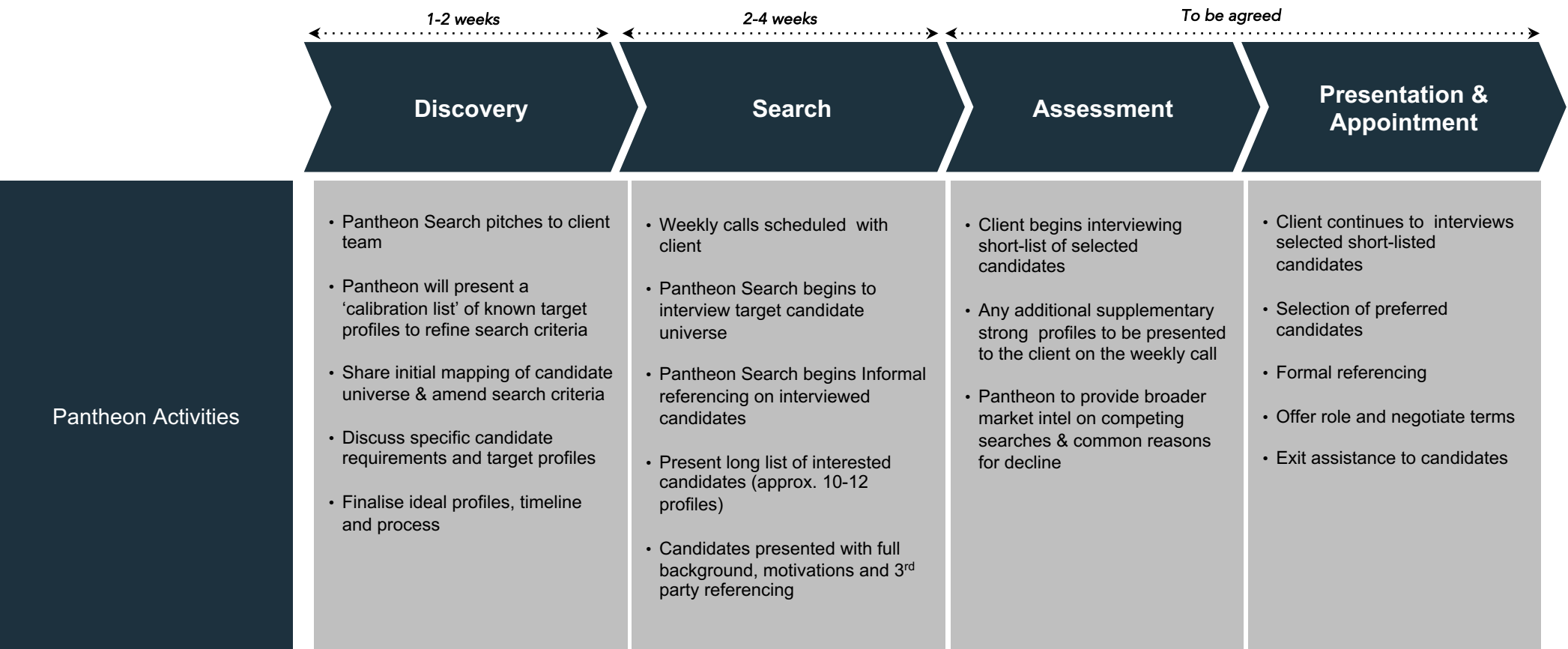
Pantheon Search Process

Our search process is fully adaptable to our client’s needs and chosen interview process.

Should we be mandated by the client, we would present calibration profiles and an exhaustive mapping of the selected candidate universe at the commencement of the search before then approaching prospective target candidates.

We would expect to share 10-12 interested candidates in a long-list meeting two weeks into the process, which would then be supplemented with any additional candidates in the proceeding two weeks.

We would expect Pantheon’s candidate identification, selection and presentation to be completed within 4-weeks of the searches kick-off date



Team & Track Record



Oliver Chapman: Founding Director

Oliver holds over 10 years of recruitment experience.

Prior to Pantheon Search, Oliver led the Real Estate & Asset Based Credit Practice at Dartmouth Partners

He had previously worked in at the U.S. Executive Search firm Spencer Stuart.

Oliver@Pantheonsearch.com

+44 7553 742 215

Previous Clients

The Blackstone logo, featuring the word "Blackstone" in a white serif font on a black rectangular background.

The DE Shaw & Co logo, featuring the company name in a serif font with a horizontal line above the "DE".

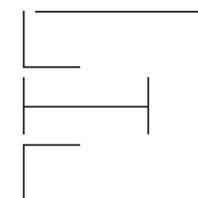
The LaSalle Investment Management logo, featuring a stylized circular icon to the left of the company name in a serif font.

The Tristan Capital Partners logo, featuring a compass rose icon to the left of the company name in a serif font.

The BentallGreenOak logo, featuring the company name in a green sans-serif font with a circular icon to the right.

The PGIM logo, featuring a circular icon to the left of the company name in a bold sans-serif font.

The AllianceBernstein logo, featuring a stylized "A/B" icon in a black square to the left of the company name in a bold sans-serif font.



Lifestyle
Hospitality
Capital

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