

ROLE DESCRIPTION:

LEASE MANAGER

WHAT YOU DO

You are responsible for the management of the store portfolio in a specific geographic region or country.

You are responsible for:

- Enabling long term growth by finding top locations for new stores.
- Obtaining the best possible deals by negotiating lease contracts with property owners.
- Active portfolio management of the existing portfolio, including optimizations, renegotiations, etc.

The role of Lease Manager is about internal and external collaboration, anticipating developments within our industry and taking into consideration how much the world changes all the time.

WHO YOU ARE

You are ambitious, self-driven, competitive, and humble, you value taking responsibility and are motivated by creating change.

You work strategically and have a multibrand and multichannel perspective.

You have strong analytical skills and a track record of results. You are resilient when faced with business challenges and are open to feedback.

You have strong communication skills and the ability to convince. You are socially confident in negotiations and are not afraid to leave your comfort zone.

You are an informal leader and collaborate well in teams. You represent our brands towards landlords and other external parties with a high level of professionalism and always in line with Code of Ethics.

HOW YOU DO IT

By acting in line with our values, having the right mindset and leadership you contribute to H&M's business success.

No matter what your role is at H&M – WHAT you do is as important as HOW you do it.

<p>You support all brands in your market in enabling their brand plans and growth.</p>		
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WHAT YOU DO

Enable Long-Term Growth	<ul style="list-style-type: none">• Enable growth by developing and maintaining an up-to-date roadmap for each brand.• Have a great understanding of local customer behavior, and the local competition.• Create and follow up on pipeline, ensuring that we continuously work on several alternatives.
Secure the Best Possible Deals	<ul style="list-style-type: none">• Enable the optimization of selling, location, and profitability of each deal.• Set ambitious targets for each deal, based on its location strength, and use H&Ms negotiation principles to negotiate the best deal, always in a professional way and in line with our Code of Ethics.• Analyze relevant data (e.g. market rent, traffic, cannibalization) to ensure your business cases are based on facts• Coordinate in a positive and collaborative way with other functions before finalizing the negotiations.• Complete due diligence reports on our landlords, to ensure that we have vetted our business partners.• Recommend the full business case in terms of fit with market strategy, location requirements, commercial idea, configuration of space, economic and legal terms, as well as risk assessment.• Present ready negotiated business cases for approval by regional management in a professional and convincing way.• Work closely with C&F and Legal and help facilitate deals through the legal and construction process.
Active Portfolio Management	<ul style="list-style-type: none">• Ensure the store portfolio is commercially competitive in your geographic area and beats local competition in terms of customer experience.• Actively seek ways to improve the portfolio, keeping in mind the long-term impact and aligning with latest global leasing and legal guidelines.• Negotiate lease actions for existing stores based on a thorough analysis of the performance and conditions of the store (e.g. breaks, terminations, lease term, extensions, rent reductions, capital contribution).• Stay up to date on the financial/strategic performance of our landlords as well as relevant changes to their assets, and continuously uphold professional business relations with them.
Collaboration	<ul style="list-style-type: none">• Work in close collaboration with the Expansion Manager to set and implement the strategy in your market.

	<ul style="list-style-type: none"> • Take the lead on driving store projects until signing and ensure close collaboration of the project team (inside and outside of Expansion) and secure their input in the project time plan and service scope delivery. • Work closely with legal, facilities and the operational team to ensure that we act in line with our contractual rights and obligations throughout the lease term.
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WHO YOU ARE

Education	<ul style="list-style-type: none"> • Bachelor's or master's degree in real estate, business/economics or similar
Skills	<ul style="list-style-type: none"> • Leasing skills and good legal understanding • Strategic planning and long-term vision • Planning and organizing • Multi-tasker with strong prioritization skills • Calm and positive in difficult situations and under pressure • Balance between long-term and short-term planning • Good financial understanding • Results driven • Advanced English level • Power BI • MS Office
Experience	<ul style="list-style-type: none"> • At least 5 years of working experience from leasing, controlling and/or real estate, preferably within the retail industry
Personal Characteristics	<ul style="list-style-type: none"> • People and relationships: Communicative / socially confident • Tasks and projects: Analytical / methodical / conscientious • Drives and emotions: Resilient / decisive and action oriented

HOW YOU DO IT

Our Values <ul style="list-style-type: none">• We are one team• We believe in people• We are entrepreneurs• We are cost-conscious• We make constant improvement• We are straight forward and open minded• We keep it simple	Values in action <ul style="list-style-type: none">• Collaboration: The ability to be collaborative, inclusive, engaging• Empowerment: The ability to be empowering, trusting, listening• Innovation: The ability to be action oriented, taking ownership, willing to learn• Resourcefulness: The ability to be resourceful, responsible, proactive• Improvement: The ability to be action oriented, taking ownership, willing to learn• Honesty: The ability to be open-minded, sincere, self-aware• Clarity: The ability to be clear, efficient, effective
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