

H T W O N A T I O N A L
N A T I O N A L R E A L E S T A T E E X E C U T I V E S E A R C H F I R M

2024

COMPENSATION GUIDE



WELCOME TO OUR COMPANY

***“BEST IN CLASS” NATIONAL REAL ESTATE EXECUTIVE SEARCH
FIRM WITH THE LARGEST RESEARCH DATABASE***

PROVIDING SOLUTIONS FOR YOUR MOST PRESSING STAFFING NEEDS

Our tenacious real estate recruiters promote your brand and your opportunity to those who need to hear.

As your premier real estate executive search firm, we provide specialized recruiting services to a broad range of real estate organizations, filling new and existing roles that help our clients compete and grow.

Leo Turley, CEO of H Two National, leads the team with his 40+ years of experience in the industry. He has conducted 5,000+ searches across the U.S. over the years. Leo is a leading expert specializing in Real Estate Executive Search.

H Two National recruits nationally from site-level to C-level in every asset class and discipline.

- Development
- Investment
- Syndication
- Finance/Accounting
- Marketing
- Leasing
- Training
- Asset Management
- Property Management
- Human Resources

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FUTURE OF WORKPLACE:

- **IN-OFFICE**
- **HYBRID**
- **REMOTE**

THE IN-OFFICE MODEL

The In-Office Model worked for many, many years and was the only workplace format known to man before technology entered the stage and provided an alternative. Now, remote work vs office is a conversation that everyone is having, employer and employee alike. From the employer's perspective, the In-Office Model is the only format where productivity has a chance, where collaboration abounds and supervisors can watch their employees work. Let's face it, organizations of all sizes own or lease space for this very purpose. They feel that it is their responsibility to provide a physical place for their workforce to do their jobs, and they feel that their people should be grateful and use it. One cannot argue that a building is the best place for hardware, software, equipment, and systems to work. Everything is centralized and maintained in one place. The point of view that employers want everyone to seriously consider is that there is no place better than an office for communication and collaboration.

THE HYBRID MODEL

The Hybrid Model seems to be the new normal. It is obviously the split between remote vs in person work. This model is a variation of an employer-mandated schedule where the employer chooses how many days and what days employees need to be in the office and an employee-mandated schedule where the employee has the flexibility to pick and choose how often they work in the office. Both versions demand that everyone must be physically present in the office for important meetings. The Hybrid vs in person work solves many schedule-related issues and often is one that employers and employees can get their arms around in today's world. Some employers continue to reluctantly embrace it, but once they do, it makes for a healthy work relationship that fosters mutual trust.

THE REMOTE MODEL

The productivity of remote working vs office is the argument that most want employers to hear. Employees believe that they can be as productive if not more productive when permitted to work remotely. It eliminates a commute both ways, minimizes unnecessary distractions from coworkers, and avoids meetings that are not productive. While all of these benefits can be true, employers feel that they lose the ability to see work in action, that communication and collaboration are all but lost, that availability of the employees is out the window, and productivity suffers. Employers want everyone to know that there are benefits of working in-office vs home that outweigh the Remote Model, not the least of which is that "everyone would be in the know."

THE IMPORTANCE OF COMMUNICATION & FLEXIBILITY

Whether it is In-Office or Hybrid vs Remote work, employers and employees must create and adapt to a brand-new way of communication that ties everyone together that works for the workplace of the organization. Policies and systems will change so that the products and services that organizations provide will still be delivered effectively and efficiently. And the willingness of employers and employees to be flexible will bring together the workforce of the 2020s.

ADDITIONAL RESOURCES



HOW TO WRITE AN OFFER LETTER

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RELOCATION EXPENSE GUIDELINES FOR EMPLOYERS

[LEARN MORE](#)



DECLINED JOB OFFERS

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TOP 5 GROWING MARKETS IN 2024

- North Carolina
- South Carolina
- Tennessee
- Texas
- Florida



Read more
COMMERCIAL

Read more
MULTIFAMILY

THINGS TO CONSIDER

Things to consider when reviewing the compensation guide.

COMPENSATION RANGE

These are ranges and compensation will depend on the candidate's current compensation, location, size of company, and responsibilities.

Use this as a **starting point**.

TOTAL PACKAGE

Base compensation really depends on what other perks and benefits are offered.

- **Bonus** (Is there a formula, goal, or is it discretionary.)
- **Equity / Participation / Profit Share**
- **Sign on Bonus**
- **Relocation Reimbursement**
- **Phone, Laptop**
- **Travel Reimbursement, Car, Car Allowance**

BENEFITS & PTO

- **Hybrid or Remote** (work/life balance)
- **Holiday's**
- **Vacation Time**
- **Sick Time**
- **Cost of Benefits**
- **401K**
- **Dental/Vision**
- **Disability**
- **Life Insurance**



2024 REAL ESTATE COMPENSATION GUIDE

The question we get asked often as real estate executive recruiters is regarding compensation ranges.

It's a tough question to answer since it depends on the organization's size, position level, location, etc. When we recruit for a position, we provide our clients with a mini-salary survey specific to that position and location. It gives our clients a good idea of what that position is paying in the current market. That way, they know they are paying competitively while not overpaying.

We hope you find this helpful.

DEVELOPMENT / INVESTMENT / SYNDICATION

Chief Development Officer	\$257,656 - \$451,326
Vice President of Development	\$209,934 - \$300,028
Chief Investment Officer	\$349,676 - \$450,577
Vice President of Acquisitions	\$217,103 - \$379,957
Investment Analyst	\$95,016 - \$157,397
Head of Syndication	\$257,549 - \$364,014
Head of Fund Development	\$236,791 - \$351,602

FINANCE / ACCOUNTING

Chief Financial Officer	\$302,703 - \$455,762
Vice President of Finance	\$143,059 - \$253,911
Controller	\$130,540 - \$209,934
Director of Property Accounting	\$104,860 - \$155,578
Property Accountant	\$61,846 - \$87,419

MARKETING / LEASING

Head of Marketing	\$160,500 - \$310,086
Regional Marketing Manager	\$99,831 - \$156,969
Marketing Specialist	\$55,200 - \$81,600
Head of Leasing	\$172,591 - \$340,367
Regional Leasing Manager	\$85,386 - \$175,266
Leasing Representative	\$62,274 - \$116,095

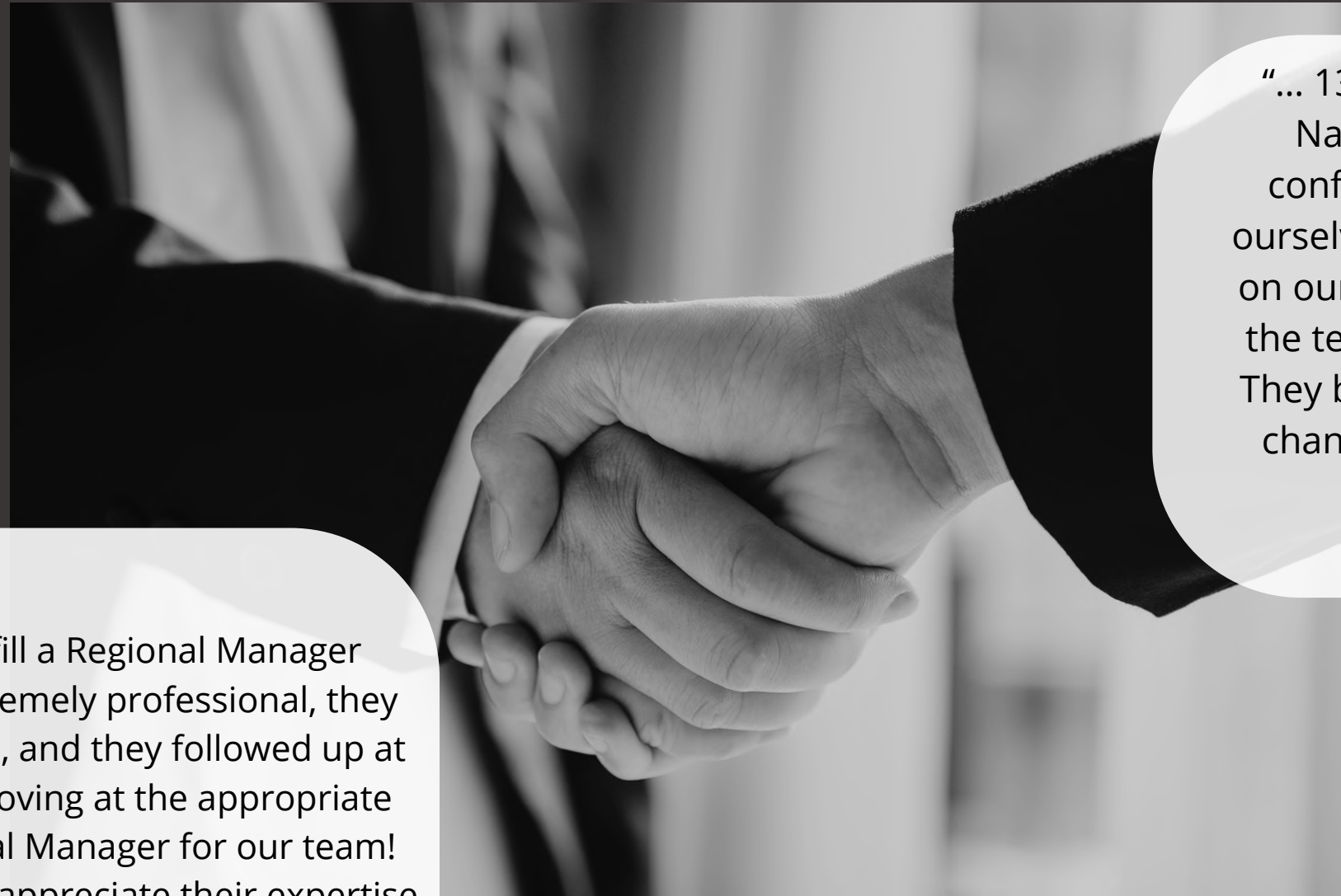
ASSET MANAGEMENT / COMPLIANCE

VP/Director of Asset Management	\$198,699 - \$319,716
Senior Asset Manager	\$131,931 - \$231,441
Asset Manager	\$108,926 - \$187,892
VP/Director of Compliance	\$141,200 - \$176,764

PROPERTY MANAGEMENT

Chief Operating Officer	\$191,744 - \$349,890
VP/Director of Property Management	\$172,270 - \$288,472
Regional Vice President	\$166,670 - \$261,540
Regional Property Manager	\$133,750 - \$224,914
Property Manager	\$62,060 - \$84,851

WHAT OUR CLIENTS ARE SAYING



"We retained H Two National to help fill a Regional Manager position for our company. They are extremely professional, they hustle, they brought us great candidates, and they followed up at the right time. They kept the process moving at the appropriate pace and helped us find a great Regional Manager for our team! We were pleased to work with them and appreciate their expertise in helping us land the perfect Regional Manager."

- President & CEO of a Midwest regional investor

"... 13-year relationship, we keep going back to H Two National for help on our searches. Either they are confidential needs, or needs that we have tried to fill ourselves and failed, or our plate is just too full to search on our own. Whatever the level, whatever the discipline, the team at H Two National delivers just what we need. They bring us qualified, interested, motivated to make a change candidates, obviously identified through their direct recruiting/cold-calling efforts."

- CPO of a Top 50 NMHC owner

PLACEMENT EXAMPLES



Placement examples touching a variety of asset classes, disciplines, and levels across the country.

- Assistant Director of Commercial Real Estate- Greenville, SC
- Commercial Senior Property Manager- Greenville, SC
- Chief Property Officer (Multi-Family)- Scottsdale, AZ
- VP of Property Management- Rochester, NY
- Project Director- Rochester, NY
- Commercial Property Manager- DE
- Commercial Senior Property Manager- Charlotte, NC
- EVP of New Business Development, NJ
- Regional Manager (Multi-Family), AL
- Property Manager (Multi-Family), MA
- Director of Asset Management, GA
- Director of Asset Management, Syndication - Washington, DC
- Project Manager, Syndication Due Diligence/Underwriting – Washington, DC
- Director of Office Leasing – Newport, DE
- Commercial Property Manager – Greenville, DE
- Director of Learning & Development - Atlanta, GA
- Regional Property Manager (Multi-Family) - Boston, MA
- National Director of Quality Assurance (REIT) - Austin, TX
- Director of Property Management - Atlanta, GA
- Commercial Property Manager - Charlotte, NC
- Asset Management Analyst - Atlanta, GA
- Tax Manager - Norwalk, CT
- Property Manager - Seattle, WA
- Community Director - Sacramento, CA
- VP Risk & Credit Advisory, Net Lease Investor - Dallas, TX
- Controller - Greenwich, CT
- Landscape Designer - Baltimore, MD
- President, Syndication - Washington, DC - (notable past placement)

READY TO HIRE H TWO NATIONAL?

H Two National has a proven search strategy, a clearly defined executive recruiters search process, that produces results and solves the staffing needs of its clients. Engaging the right executive search recruitment process begins the right course of hiring. Success comes from executing the strategy. We find a way to connect with the talent who needs to hear about our client's brand and opportunity. H Two National uses the latest technology tools to identify qualified talent and make contact faster.

WHAT OUR REAL ESTATE RECRUITING PROCESS INVOLVES ?

WHY CHOOSE US ?

CONTACT: KATLYN TURLEY, PRESIDENT **TO GET STARTED!**

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THANK YOU

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