



VACANCY

# Transformation Consultant

## Requirements

- At least 1 year of experience
- In consulting and/or transformation management
- Project management skills
- Highly accurate
- Proactive

 Amsterdam  Minimum of 1 years experience



**Bouwinvest makes real estate investments that focus on both financial and social returns. The Transformation Office develops and leads strategic transformations designed to further professionalize Bouwinvest and realize their ambitious growth goals. The Consultant will work on a broad range of transformation projects in a role with plenty of freedom, visibility, and impact.**



# Bouwinvest

**Bouwinvest is an asset manager that invests in real estate for investors (pension funds and insurers). The company is focused on both financial and social returns: helping build liveable, accessible cities while ensuring better retirement benefits.**

In total, Bouwinvest manages €17 billion across five funds with Dutch real estate (residential, office, retail, healthcare, and hotels) and three international mandates. Their investments help create affordable, inclusive cities and inspiring places to work, shop, relax, and socialise.

Bouwinvest invests the majority of its capital in the Netherlands, but the company also has operations in other European countries, North America, Asia, and Australia. They have offices in Sydney and New York, in addition to the head office in Amsterdam. Entrepreneurship and a flat, informal organizational structure are the trademarks of their company culture. So that means there's plenty of space for personal initiative.

**"Our goal is to be Paris-proof by 2045. That means an almost completely energy-neutral portfolio. So investing in sustainable new construction and making existing properties more sustainable are a few of the things we're doing to make that happen." – Mark Siezen, CEO**



Bouwinvest has seen significant growth recently, both in terms of assets and the size of the organization (which currently employs around 200 FTE). In the coming years, the asset manager intends to continue down that path with rapid digitization, a focus on unrivalled customer and tenant satisfaction, an even greater emphasis on sustainability (e.g. through climate-adaptive housing and circular construction), and ongoing portfolio expansion with interesting real estate projects in the Netherlands and abroad.





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**This role will give you the unique opportunity to participate in a major transformation with minimal work experience. The Transformation Consultant will report directly to the Transformation Office Manager, whose team is responsible for the entire transformation division at Bouwinvest. The transformation is focused on the transition to a completely new operating model, with the goal of keeping the organization future-proof. The process has been divided into several different workstreams around organizational design and decision-making, process optimization, customer and product, communications, and data-driven work.**

Themes within these workstreams can include things like operational excellence, portfolio sustainability, or improving customer experience and product offerings. The transformations that the team develops and implements will ultimately culminate in impactful professionalizations in business operations.

The team is still being formed and the Consultant can largely shape the role themselves, adding value where passion, competencies, and interests converge. The Transformation Consultant will be given plenty of support and guidance from the team, preparing you for the next step within Bouwinvest. For example, within the team, they will help implement projects for different workstream leads, prepare and facilitate internal sessions and workshops, document improvement processes, and pursue action plans.

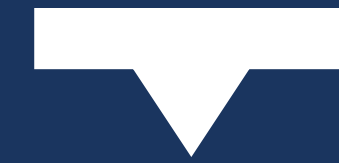


The ideal Consultant has a proactive mindset, a healthy dose of ambition, is open-minded and motivated to learn a lot in a very short time. The confidence to take responsibility, good communication skills, and a high level of accuracy are also crucial to making this role a success.

Bouwinvest is offering a unique opportunity to take on a broad Consultant role in a team with experienced consultants, at an organization where management and resources are behind the transformation and work-life balance and personal development are top of the agenda. ■



**Interested?** Bouwinvest has appointed Top of Minds to fill this vacancy. To express your interest, please contact Sophie Jansen at [sophie.jansen@topofminds.com](mailto:sophie.jansen@topofminds.com).



**“We are on the eve of an organization-wide transformation that is going to affect every department. We haven’t mapped out this journey from beginning to end yet. The right Consultant will proactively identify opportunities, take on work, and follow through independently.”**

**Lisa Wassenaar, Transformation Office Manager**