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UNIVERSITY**
Library, Teaching
& Learning

Rural and Urban Land and Property Management Careers



What is Land and Property Management?

Property provides the foundation and resources for virtually every part of our daily lives, from where we live to where we work, socialise, learn, grow and play. It contributes enormously to worldwide economies as a valuable asset base and a foundation for production. To do this, property requires planning, development, maintenance and renewal- processes which are all managed by professionals.

Managing both rural and urban property assets for development, value, investment or sale requires knowledge of land, finance, law, infrastructure, markets and policy. Graduates with land and property management degrees can choose either an urban or a rural specialisation which prepares them for a wide range of careers. The urban specialisation builds on a solid commercial grounding to focus on issues ranging from family homes to shopping centres, high-rise buildings to major industrial developments. The rural specialisation sees a focus on agribusiness, finance, farm management and rural valuation and planning. The two specialisation options are underpinned by a broad commercial and legal base, meaning the bachelor degree comprises the most comprehensive property-focussed degree in Australasia.



Land and property management in New Zealand and the world

Well-functioning land, property and housing markets are important for both economic performance and social well-being. The New Zealand urban and rural property sectors are currently thriving. The industry is supported by professionals with sector knowledge who can accurately manage the development, maintenance and valuations of the built and natural assets that are the foundation of so much of the economic activity in New Zealand.

Property and land valuation careers in particular have good prospects. Valuations are often a requirement for sale/purchase, rent setting insurance and accessing finance- this supports a demand for professional services of this nature. Employee attrition through retirement is expected to increase in the near future and newly graduated students are in demand to fill the gaps. Career options within property are many and varied, and graduates find there is a range of roles available to them with good earning potential once they take that first step on the career ladder.

Additionally, thanks to the international accreditation that students are offered, graduates are able to seek work overseas. Gaining industry experience internationally can see graduates well placed for professional property roles in New Zealand.

Skills and knowledge developed by studying land and property management

The types of skills gained from studying land and property management are highly valued by employers. The broad base coursework equips students with knowledge of commercial and property law, the principles of both valuation and financial management, marketing, land economics, economies and markets, and, depending on specialisation, plant and soil science.

The field trip and case study components of the coursework at Lincoln University allow graduates to apply the theoretical knowledge in a real world setting and develop practical skills that are transferable directly to the workplace. In addition, Lincoln University staff work directly with industry employers to provide students practical work experience with potential employers during breaks in their study. The knowledge gained in study can be applied in a number of workplaces and is the foundation upon which job-specific skills and knowledge can be built.

Employers seek well-rounded, engaged graduates with a strong work ethic¹. As in any sector, employers typically value those who have a professional attitude to their work. This includes good communication (including the ability to communicate to groups, as well as effective interpersonal and written communication), respect, self-motivation, initiative, time management and flexibility. The importance of these basic skills cannot be underestimated, even in voluntary roles, as future job opportunities often arise from a good reputation and a varied network of contacts.

Skills and knowledge valued in land and property management roles:

Budgeting and planning skills
Skills in building, maintaining and managing relationships
Economic forecasting skills
Financial management skills
Contract management
Well versed in valuation principles and methodology
Analytical and critical thinking skills
Ability to be decisive, assertive and persuasive
Well-developed written and verbal communication skills
Self-reliance and initiative
Public speaking skills
High attention to detail
Knowledge of environmental systems
Knowledge of domestic and international market transactions
Time/ stress management
Effective public relations
Strategic planning
People management and supervisory skills
Knowledge of a variety of property types
Problem-solving and effective negotiation skills
Sound knowledge of valuation and financial reporting
In-depth property sector knowledge
Business and commercial acumen
IT skills and numerical reasoning
Legal and regulatory knowledge

¹<http://www.victoria.ac.nz/vbs/about/news/news-archives/2015-news/survey-reveals-employers-wish-list-of-skills/2015-employability-skills-survey-executive-summary.pdf>

Where can land and property management graduates find work?

Presently demand is high for graduates in this field. Entry-level roles in the sector are used to gain the experience needed for roles with increased responsibility.

Potential places of employment include:

- Facilities/ property management (e.g., Housing New Zealand, Ministry of Education, NZTA, Colliers International, CBRE)
- Banking and insurance (e.g., AMI, IAG, ANZ, Rabobank)
- Self-employment (starting a consultancy firm, real estate brokerage firm or valuation company, after gaining the appropriate industry experience required to obtain registration)
- Private sector asset management (e.g., Preston Rowe Paterson, Goodman Asset Services)
- State Owned Enterprise (SOE), or local or national government (e.g., Quotable Value (QV), Christchurch City Council, Selwyn District Council, Ministry of Business, Innovation and Employment (MBIE), Ngāi Tahu)
- Real Estate/ Commercial leasing and sales (e.g., Harcourts, Bayleys Realty Group)
- Research and data analytics (e.g., Darroch Ltd., Livestock Improvement Corporation (LIC))
- Consultancy services (e.g., BECA, Opus International)

Land and property management job titles

Land and property management graduates use a variety of roles as career stepping stones. Professionals typically focus on properties of either a commercial, residential, or rural nature.

Advisor Crown Property Regulatory (Treaty)	Property Analyst
Agribusiness Consultant	Property Asset Manager
Analyst	Property Asset Specialist
Assistant Rural Valuer	Property Client Relationship Manager
Associate Valuer - Rural	Property Consultant
Banker - Rural and Urban	Property Developer – Urban or Rural
Chief Operating Officer	Property Lease Manager
Client Relationship Manager	Property Manager
Commercial Lease Manager	Property Officer
Commercial Property Valuer	Property Researcher
Customer Banking Consultant	Property Valuer/ Registered Property Valuer
Data Analyst	Real Estate Broker
Facilities Manager	Retail Analyst Consultant – Property
Forecaster	Rural Valuer
Graduate Property Consultant/ Valuer	Sales Manager
Intermediate Property Manager	Senior Land Use Advisor
Investment Banker	Shopping Centre Manager
Land Management Advisor	Strategic Advisor - City Centre and Property
Leasing Agent	Student Valuer
Lecturer	Tenant Representative
Portfolio Manager	
Project Manager - Land Development	



Land and property management tasks

Because of the varied career paths taken by graduates, tasks for two roles are outlined below.

a) Valuer/ Registered Valuer tasks:

Valuers assess the financial value of land, property and other assets, such as industrial facilities. Valuations are commonly used for purposes such as in purchase or sale or for insuring assets, and financial reporting. Valuers examine assets to determine a range of factors, which will vary depending on the specific type of asset being valued. Roles and tasks performed in a valuer role vary according to the job. The following table indicates the types of tasks one might encounter as a property or land valuer.

Conduct inspections on residential, commercial, rural or industrial properties or land
Rental assessments
Provide expert evidence in court proceedings
Financial reporting
Prepare reports with assessment of condition and value of residential, commercial, rural or industrial properties or land
Assess the value of residential, commercial, rural or industrial properties or land (by considering location size, zoning legislation, market demand, land condition, future trends and other factors)
Provide up-to-date market advice on valuation

Maintain an awareness of market trends, values and forecasts

Present evidence or information to stakeholders/ clients

Commitment to professional development

b) Property or Facilities Manager tasks:

The following list indicates the types of tasks one might undertake as a property or facilities manager.

Oversee the maintenance and operation of building services

Conduct reviews of service provider agreements to ensure efficient costs and rates

Prepare budget costs and analysis

Ensure quality, safety and compliance targets are met

Project manage fit-outs, refurbishments and inspections

Ensure all planned preventative maintenance programmes are clearly documented and maintained

Work closely with internal teams to ensure all facilities meet Health and Safety standards

Liaise with stakeholders to negotiate terms, prices and details of leases, (e.g., with Property Managers, Architects and Engineers)

Organise services and purchases according to agreed company guidelines and within budget

Manage key relationships for facility locations

Prepare reports on business areas including expenditure

Liaise and network with industry contacts via email, meetings, conferences and symposiums

Contribute to business continuity planning and revision

Develop strategic, operational and financial strategies for a portfolio of properties

Manage project documentation

Manage land and property portfolios/ commercial property developments

Job tasks are role-specific, so the above is an indication only. For more information on roles, registered Lincoln University students can search Lincoln CareerHub (including expired jobs) for job titles similar to those they are interested in. Job descriptions, including tasks and skills required, are often available.



Pay rate indications: full time equivalent (FTE) \$NZ per annum²

Most starting salaries for graduates of bachelor degrees fall between 40,000 - 55,000 per annum. Entry level jobs are stepping stones to roles with increased responsibilities and remuneration. Your employability is affected by all of your life experiences, be they employment related, or the transferrable skills and competencies gained from community involvement, volunteer work, or previous work or study- all of which can grow competency, expand networks, and demonstrate enthusiasm to future employers.

Some roles offer performance-based annual incentives, or other remuneration supplements.

Job title	Indicative pay
Valuer/ Newly Registered Valuer (entry level)	38,000 – 55,000
Valuer/ Registered Valuer (experienced)	55,000 – 100,000+
Rural Property Valuer (early career)	40,000 – 70,000
Rural Property Valuer (late career)	70,000 – 120,000
Advisor- Property Services	45,000 – 67,000
Agribusiness Consultant (early career)	45,000 – 80,000
Agribusiness Consultant (late career)	85,000 – 150,000
Facilities Manager (intermediate)	70,000 – 80,000
Facilities Manager (experienced)	80,000 – 100,000+
Property Manager (entry level)	35,000 – 44,999
Property Manager (intermediate)	From 60,000
Retail Analyst Consultant – Property	75,000 – 79,999
Real Estate Agent – rural/ commercial	Commission-based
Real Estate Broker	Commission- based
Real Estate Manager	From 70,000

² <https://careerhub.lincoln.ac.nz/students/jobs/search>; <https://www.seek.co.nz/jobs/in-new-zealand>; <https://www.glassdoor.com/Salaries/real-estate>; <http://www.getahead.co.nz/the-real-world/careers/agri-business/#50>

Graduate profiles



Anna Paget
Bachelor of Commerce
(Agriculture), Rural
Valuation major

Rural Valuer, TelferYoung



Andrew Barclay
Bachelor of Commerce
(Valuation & Property
Management)

Associate Director Retail
Management, Colliers



Lloyd White
Bachelor of Commerce
(Valuation & Property
Management)

Senior Surveyor, CBRE (UK)

Industry bodies

Lincoln University qualifications are accredited to national professional bodies: Property Institute of New Zealand (PINZ), the Valuers Registration Board (VRB), the New Zealand Institute of Valuers (NZIV), and the Real Estate Agents Authority (REAA). A university partnership agreement gains graduates accreditation with international body, the Royal Institution of Chartered Surveyors. Becoming a Chartered Surveyor allows graduates the opportunity to work internationally. (Application for registration as a valuer requires a period of three years practical on-the-job experience – but due to the nature and content of Lincoln University degrees, graduates will have completed activities that may count towards this.)

As well as required registration for some roles, the opportunity to network with industry professionals through industry bodies is a good way to stay current and market yourself to

future employers. Industry bodies provide opportunities for professional development, enhance your credibility, and sometimes list sector vacancies.

Examples of land and property management industry bodies include:

Royal Institution of Chartered
Surveyors (RICS)
www.rics.org

Property Institute of New Zealand
(PINZ)
www.property.org.nz

Valuers Registration Board
www.linz.govt.nz/regulatory/valuation/valuers-registration-board

New Zealand Institute of Valuers
(NZIV)
www.property.org.nz

Real Estate Agents Authority (REAA)
www.reaa.govt.nz

Land Information New Zealand (LINZ)
www.linz.govt.nz



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