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-focused 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, Lincoln University graduates are able to seek work overseas. Gaining industry experience internationally can see graduates well placed for professional property roles in New Zealand, and vice versa.

**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 ethic. 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 skills
- 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
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.

Places of employment for land and property management graduates 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, Livestock Improvement Corporation (LIC))
- Consultancy services (e.g., BECA, WSP)

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Land and property management job titles

<table>
<thead>
<tr>
<th>Academic Lecturer</th>
<th>Property Asset Manager</th>
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<tbody>
<tr>
<td>Advisor Crown Property Regulatory (Treaty)</td>
<td>Property Asset Specialist</td>
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<tr>
<td>Agribusiness Consultant</td>
<td>Property Client Relationship Manager</td>
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<tr>
<td>Banker (Urban, Rural)</td>
<td>Property Consultant</td>
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<tr>
<td>Client Relationship Manager</td>
<td>Property Developer (Urban, Rural)</td>
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<tr>
<td>Commercial Lease Manager</td>
<td>Property Lease Manager</td>
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<tr>
<td>Commercial Property Valuer</td>
<td>Property Manager</td>
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<tr>
<td>Facilities Manager</td>
<td>Property Researcher</td>
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<tr>
<td>Forecaster</td>
<td>Real Estate Broker</td>
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<tr>
<td>Land Management Advisor</td>
<td>Retail Analyst Consultant – Property</td>
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<tr>
<td>Leasing Agent</td>
<td>Sales Manager</td>
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<tr>
<td>Portfolio Manager</td>
<td>Shopping Centre Manager</td>
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<tr>
<td>Project Manager - Land Development</td>
<td>Strategic Advisor (Property)</td>
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<tr>
<td>Property Analyst</td>
<td>Valuer (Urban, Rural)</td>
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Pay rate indications: full time equivalent (FTE) $NZ per annum

Most starting salaries for graduates of bachelor degrees fall between 50,000 - 70,000. Entry level jobs are stepping stones to roles with increased responsibilities and remuneration. Your employability is enhanced by all of your life experiences, be they employment related, or the transferable 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.

In addition to the indicative rates shown, some roles offer performance based annual incentives, or other remuneration supplements (e.g., use of vehicle, health insurance).

1 Rates sourced from SEEK, MBIE, Careers NZ, Universities NZ, PayScale, PQOS survey data

<table>
<thead>
<tr>
<th>Job title</th>
<th>Indicative rate</th>
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<tbody>
<tr>
<td>Valuer</td>
<td>55,000 - 135,000+</td>
</tr>
<tr>
<td>Property Advisor</td>
<td>50,000 - 100,000+</td>
</tr>
<tr>
<td>Agribusiness Consultant</td>
<td>50,000 - 150,000+</td>
</tr>
<tr>
<td>Facilities Manager</td>
<td>55,000 - 150,000+</td>
</tr>
<tr>
<td>Property Manager</td>
<td>55,000 - 120,000+</td>
</tr>
<tr>
<td>Property Analyst</td>
<td>50,000 - 150,000+</td>
</tr>
<tr>
<td>Real Estate Agent – (Rural, Commercial, Residential)</td>
<td>Commission-based</td>
</tr>
<tr>
<td>Real Estate Broker</td>
<td>Commission-based</td>
</tr>
<tr>
<td>Property Developer</td>
<td>50,000 - 150,000+</td>
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</tbody>
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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

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
Undertake assessments and prepare reports relating to the condition and value of residential, commercial, rural or industrial properties or land
Provide up-to-date market advice on valuation

Maintain an awareness of market trends, values and forecasts
Present evidence or information to stakeholders/ clients

b) Property or Facilities Manager

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 LU Career Centre (online) for job titles similar to those they are interested in. Job descriptions, including tasks and skills required, are often available.
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

Find out more:
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