

East Coast Job Openings Analysis

End of Q1 2025



OVERVIEW

ROLES

We assessed open roles—associate level and higher—in the following disciplines:

- Acquisition/Investments
- Asset Management
- Development
- Finance
- In-House Legal*
- Operations

LOCATION

New York, Boston, Philadelphia, Washington, D.C., Miami

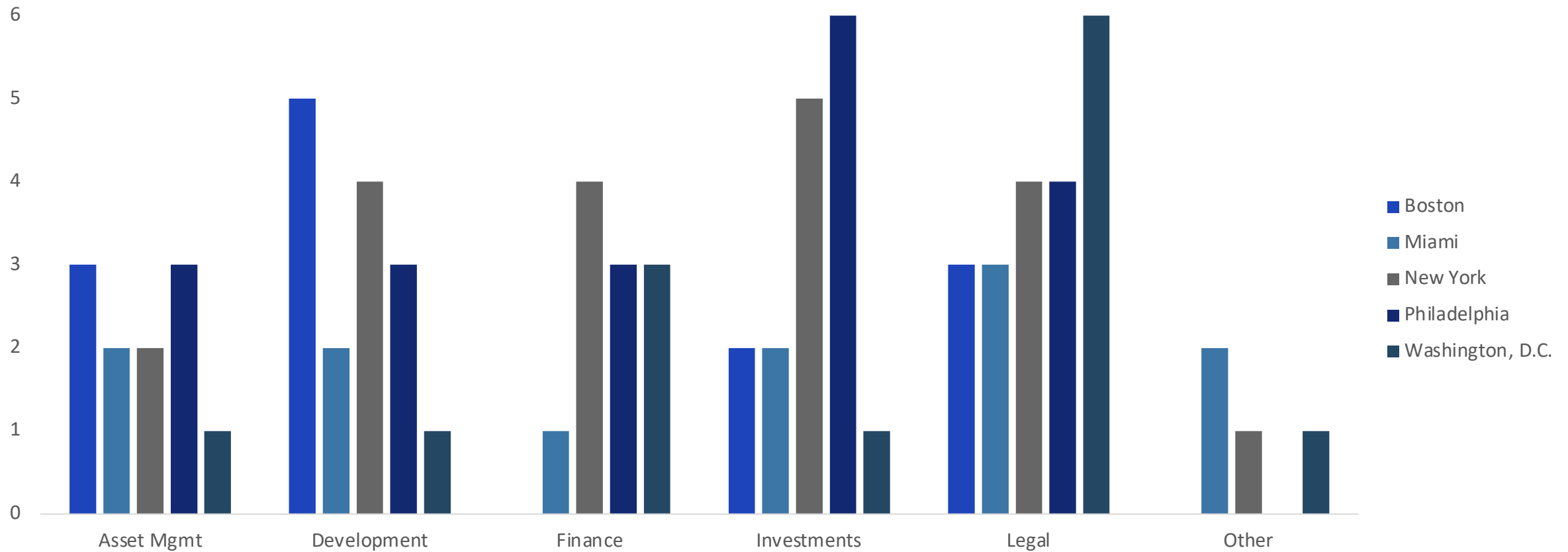
OTHER DETAILS

This is a high-level snapshot overview of publicly listed open roles across major cities on the East Coast at the end of Q1 2025.

**~50% of roles are within corporate real estate divisions of non-real estate companies (i.e. retail, food & beverage, healthcare, etc.)*

REGIONAL COMPARISON

COUNT OF OPEN ROLES - Junior to Mid-Level



KEY TRENDS

MARKET BACKDROP

CRE industry faces continued volatility, high interest rates and evolving capital strategies.

HIRING OUTLOOK: SELECTIVE MOMENTUM

Senior-level hiring remains cautious and limited.

Junior & Mid-Level Roles:

- Steady hiring, especially in asset management and legal.
- Focus on efficiency and repositioning amid market uncertainty.

COMPENSATION TRENDS: MODEST INCREASES

- Competitive pay remains critical to retain senior and mid-level leadership.
- 2025 base salaries for executives projected to rise ~3.2–3.4%.
- 2024 bonus targets and Cost of Living Adjustments mostly maintained.

SECTOR HIGHLIGHTS

Multifamily:

- Strong investor demand; lower vacancies expected.
- Hiring focused on value-add, operations and repositioning due to fewer new builds.

Senior Housing:

- Long-term growth outlook driven by demographics.
- Near-term hiring muted as new projects are delayed.

Industrial & Logistics:

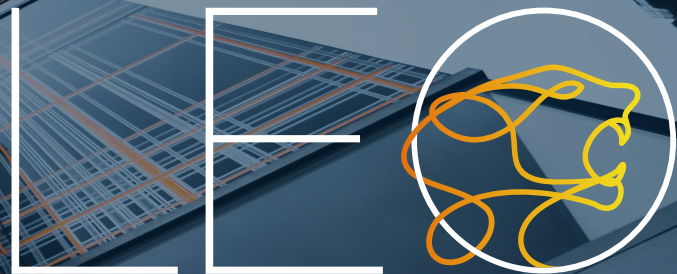
(Incl. Self-Storage, Cold Storage)

- Stable investment continues.
- Resilient fundamentals support sustained interest, for now.

2025 & 2026 OUTLOOK

- The first half of 2025 is marked by industry uncertainty.
- CRE firms are focusing on:
 - Operational stability
 - Internal efficiency
 - Asset value protection and enhancement
- The second half of 2025 into 2026 forecast:
 - Renewed momentum for the industry as macroeconomic conditions stabilize.
 - Companies shift from defense to expansion.
 - Increase hiring across legal, investments, acquisitions, asset management, and development functions.





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