**BioMed Realty**

Senior Director, Asset Management

Candidate Briefing Pack

2025

Overview

**Firm**

[BioMed Realty](https://www.biomedrealty.com/) (“BioMed”), a Blackstone portfolio company, is a leading provider of real estate solutions to the life science and technology industries. Our goal is to provide mission critical infrastructure that enables our clients to innovate, advancing human health and unleashing human potential.

BioMed owns and operates high quality life science real estate comprising of 16.3 million square feet, concentrated in leading innovation markets throughout the United States and United Kingdom, including Boston / Cambridge, San Francisco, San Diego, Seattle, Boulder and Cambridge, U.K. We have cultivated strong long-term relationships with more than 250 tenant partners including Takeda, Merck, Beth Israel, Biogen, Illumina, Apple, Eli Lilly, Bristol-Myers, Harvard, and the University of California, among others.

Over the company’s history, BioMed Realty has developed or redeveloped approximately 75% of the square footage in its portfolio, including more than two million square feet presently under construction in the core innovation markets.

**Team**

We are a team of deeply experienced, values-driven professionals in development, leasing, facilities, investments, asset management, property operations and supporting functions who are focused on life science real estate. Our tenants tell us that we’re differentiated because we listen, we’re easy to work with and we’re trusted. By focusing on vibrant and activated innovation-based environments across the world, our team brings a broad perspective to each project in meeting the needs of a wide range of organizations across core life science markets. Our integrated platform, network scale, prime locations, extensive pipeline, rich amenities, and Blackstone ownership create a total commitment to providing our tenants the time, space, talent, and budget to innovate. Our way of operating is reflected in the core values that we foster: accountable, collaborative, capable, inquisitive, and courageous.

About the Role

BioMed is seeking to hire a Senior Director, Asset Management to oversee a significant portfolio of life science investments in the Boston / Cambridge market.

The Senior Director will be an active part of a best-in-class cross-functional team supporting strategic planning, business plan execution, and creating the analytical frameworks regarding all aspects of asset-performance, monitoring, and forecasting.

The successful candidate will be a strategic asset manager with experience operating within a dynamic, institutional investment organization. They will bring strong financial acumen, excellent judgment and problem-solving skills, and effective communication skills, both written and verbal. Further, this individual must also have high emotional intelligence, situational awareness, and the ability to balance leadership and support roles in a matrixed organization. Experience within the life sciences sector is not a prerequisite, but the successful candidate will have familiarity with a similar commercial asset class.

This individual will report to Andrew Laing, Vice President, Asset Management, and will ideally be based in the Boston / Cambridge market.

Key Duties and Responsibilities

* Formalize business / capital plans to support decision making on the operating portfolio and updating and coordinating with senior executives, investment, and operations colleagues.
* Manage financial analytics to support tenant negotiations and capital investment decision making, working alongside the leasing and development / operations teams, respectively.
* Coordinate with FP&A, accounting, and finance teams on matters including existing debt monitoring, project budgeting, forecasting / projections, and key performance indicators.
* Recruit, mentor, manage, and develop junior Asset Management team members.
* Support the due diligence and execution related to disposition and financing transactions.
* Support the quarterly valuation process.

Job Specifications

* 12+ years of commercial real estate experience, ideally in investments, asset management, or portfolio management within an institutional-quality investor, developer, or REIT.
* Relevant experience managing office assets; specific exposure to life sciences is a plus.
* Bachelor’s or advanced degree in Real Estate, Finance, Business Administration, Accounting, Consulting, or a related discipline.

Competencies Critical to Success

1. **Market Awareness**: Understands the dynamic impact from market fundamentals, tenant quality, and other factors to help drive value creation.
2. **People Leadership**: Demonstrates managerial experience to hire, develop, train, mentor, coach, manage and reward staff in alignment with team and company goals, ideally within a matrixed organization.
3. **Results Orientation**: Establishes aggressive goals and drives for desired results, has high standards for personal success.
4. **Decision Making/Judgment**: Excellent critical thinking and problem-solving skills: able to analyze, discern, synthesize, and assess business conditions and the complex forces at play, identifying solutions that align with business goals. Capable of acting proactively and independently to achieve results.
5. **Collaboration**: Ability to build, foster and maintain relationship capital with colleagues, sponsors, and external partners at all levels. Strong team-orientation demonstrated by a positive and collaborative demeanor.
6. **Planning and Organization**: Exceptional organization and attention to detail with high standards for accuracy, thoroughness and results. Outstanding work ethic with the ability to produce consistently high-quality work while managing multiple priorities and deadlines.
7. **Financial Acumen**: Exceptional analytical skills and financial acumen. Advanced abilities to prepare, review and analyze cash flow projections, and articulate business drivers impacting financial projections.
8. **Personal Leadership**: Emulates company values, builds trust based on personal behaviors and decisions, and shows adaptability in response to feedback and experience.
9. **Communication**: Polished communication skills, including strength in verbal and written communications.

What We Offer

We know that if we take care of people everything else will fall into place. We aren’t perfect, but we will try to set very clear expectations, always let you know where you stand, help you grow and reward you for success.

Our culture and values matter to us. A lot. We like each other, and we like getting better together. We want a place that is a **low ego zone**. A place where good people accomplish great things together. It shouldn’t be rocket science in workplaces, but for some reason it still is? We’re striving to be the best we can be, while working hard and having fun doing it. We have a CEO who is passionate, authentic, driven, team oriented and humble. We also love diversity, of all kinds. We recognize that strength comes from differences in experiences, talents, and backgrounds. We also know that life is too short to work with people that don’t value a results-oriented team-based approach.

We offer competitive pay that is commensurate with the market and relevant experience, and a full slate of benefits that even includes things like paid parental leave.

If any of this sounds interesting, then maybe you should check us out.

**The BMR Values**

1. **Accountable.** We deliver on our promises. We are purposeful, transparent, proactive, and accountable to each other, our tenants, and others.
2. **Collaborative.** We are united and inclusive. We win by listening and committing wholeheartedly to deliver exceptional results as a team.
3. **Capable.** We have unparalleled expertise. We have an unwavering focus that is passionate, capable, and multi-disciplined. Our people, platform and portfolio are second to none.
4. **Inquisitive.** We are continuously learning. We cultivate curiosity and foster a growth mindset. We know that adaptability and constant improvement are essential.
5. **Courageous.** We take data-driven, calculated risks in the pursuit of innovation and growth, while caring deeply for our tenants, people, and the communities we serve.

Some of the great BioMed people you’ll work with:

* Andrew Laing
* John Lee
* Bill Kane
* Colleen O’Connor
* Wes Cosby
* Mike Carpenter
* Joanna Hilvert
* Mark Bush
* Alex Mancuso
* Sal Zinno

Contacts

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