



Leasing Associate Development Program

You're looking to grow. Let's do it together.

Begin your real estate career as a **Brixmor Leasing Associate** and experience industry-leading training and development via a two-year program.

Apprentice in sales with **the best dealmakers in the retail real estate industry**. Learn Brixmor's 5 Leasing Standards of Excellence & Ownership which focus on developing the vision for shopping center merchandising, cultivating customer relationships and gaining financial acumen, including dealmaking.

Receive **focused development** from some of the industry's best talent via a boots-on-the-ground approach, plus regular feedback and coaching from designated leasing professionals. Our program includes at least two formal Talent Development discussions with your manager.

Take advantage of Brixmor's scale which inherently provides **opportunity and exposure** to professionals in all facets of real estate: operations, legal, finance and the regional executive team. You'll also be sponsored for membership in the International Council of Shopping Centers and encouraged to enroll in ICSC's Next Gen program to meet and develop relationships with your industry peers.

Offering **career trajectory**, this two-year program culminates with a promotion to Leasing Representative with your own portfolio of shopping centers, or the opportunity to leverage Brixmor relationships to seek a position with another firm.

Great real estate matters, but great people matter even more AND the best ideas come from those closest to the real estate. These tenets reside at the heart of the program and form the foundation for Brixmor's unique, inclusive **culture**.

Brixmor's **two-year program** includes these development assignments and activities:

TRAINING MODULE / ACTIVITY	VALUE/PURPOSE
Salesforce.com	Critical customer relationship technology tool for leasing/sales
Cold Calling and Canvassing	Core competencies
Mentoring	Continual feedback and your go-to guru for professional development
Lease School	Core Competency - learn intricacies of a retail lease as a foundation for dealmaking
Dealmaking and Presentation	Core competency
Local ICSC Deal Making Attendance - Work front of booth	Exposure to dealmaking conferences
Leasing Committee Attendance	Experience how deals are both presented and evaluated to Committee plus, learn the components of a great deal
Regional Leasing Team Meeting Attendance	Hash out deals, learn from peers and supervisors
Administrative Support to Leasing Reps	Learn by assisting leasing team in marketing efforts, negotiating LOIs, and organizing prospects
Handling and Negotiating Assignments plus Renewal Negotiations	Introduction to taking ownership of deals
Onboarding to 5 Leasing Standards of Excellence	Deep dive presentation and discussion on what makes a great Brixmor Leasing professional - assists in self-identification for areas of strength and areas where focus is needed
ICSC Membership	Network with your peers in the industry
Next Gen Participation	Learn and network with industry peer set
Corporate Office Visit - Engage in a series of meetings with key regional leasing partners: National Accounts Leasing, Finance and other functions.	Further understand the partnerships, dependencies, etc. of Leasing and other functions
Tour NYSE and Attend Bell Ringing	Experience and understand what it means to be part of a public company