FUTURE LEADERS OF THE AFRICAN REAL ESTATE SOCIETY (FLAfRES) NEWSLETTER

Top highlights:

- Interview with the First Woman of Colour to be appointed as Valuer
- Interview with the Most Influential Real Estate Businesswoman 2023
- Official Launch of the FLAfRES Mentorship program 2024
- Available job and scholarships for real estate professionals & academicians
- Snippet of Upcoming AfRES Conference 2024

PROPERTY ABOVE: Signature Apartments is a set of luxury apartments in Accra, Ghana set on twin towers and crowned with a penthouse. It’s unique design is inspired by the historic and cultural significance of Ghana’s Adinkra Symbol ‘Mframadan’ which denotes resilience, strength, and sturdiness.

Contributors: Queen Poomore, Victoria Aboah, Priscilla Bello, Oluwatobi Owojori, Iheanacho Munachi, Hassan Liman, Okonu Al-Ameen Ayoade
“Welcome to a Promising Year of Real Estate!”

Dear FLAfRES Members,

As we embark on a new year, it brings me great pleasure to extend a warm welcome to each of you in our vibrant community of the Future Leaders of the African Real Estate Society (FLAfRES). I trust this message finds you in good health and high spirits.

First and foremost, I wish you a prosperous and successful New Year filled with exciting opportunities and accomplishments. May this year be a chapter of growth, learning, and fruitful connections for all our young academics and professionals.

In 2024, we have an array of engaging events planned to enrich your journey within FLAfRES and our mother body AfRES. From insightful webinars to collaborative projects, we aim to foster an environment that nurtures both personal and professional development. Your active participation is not only encouraged but vital to the success of our community.

I am thrilled to announce the highlight of our calendar – the AfRES Annual Conference in September 2024, set against the stunning backdrop of Livingstone, Zambia. This conference promises to be an unparalleled opportunity for networking, knowledge exchange, and exploring the latest trends in the real estate landscape. Save the date and let us come together to make this event a resounding success.

As we embark on this exciting journey, I implore each of you to be actively engaged, ready to network, and seize the myriad opportunities that AfRES and FLAfRES offers. Our community thrives on the collective strength of its members, and your contribution is pivotal.

In conclusion, let this be a call to duty – a call to actively participate, collaborate, and contribute to the dynamic tapestry of FLAfRES. Together, we can create a lasting impact and shape the future of African real estate.

Wishing you a remarkable year ahead!

Warm regards,
Emmanuel Kofi Gavu, Dr.-Ing.
FLAfRES Chair.
FLAfRES was established in 2019 by a group of visionaries from the mother-body, AfRES, it was led by Omokolade Akinsomi, Emmanuel Kofi Gavu and Tayo Odunsi, with the aim of creating a platform that would actively engage and support early career academics and professionals within AfRES membership countries through mentorship pairing and many career development programmes that contribute to their growth.

HOW IT STARTED

In October 2022, FLAfRES chairperson Dr. Gavu and former programme chair Dr. Seun Ajayi spearheaded the creation of sub-committees in FLAfRES, with the main goal of ensuring the success of planned events and growth of FLAfRES. These sub-committees are made up of volunteers from different fields in the FLAfRES community and are grouped into sub-sectors based on the roles each one would play.

The four sub-committees created are Editorial, Organizing, Public Relations and Financial.

Each sub-committee has two group chairs elected who provide leadership and coordination. The Editorial sub-committee records minutes of meetings, creates media content for the FLAfRES community and publishes newsletters, while the Organising sub-committee coordinates events and activities for the planned year. The Public Relations sub-committee promotes the FLAfRES brand and image through advertisement and the Financial sub-committee manages its finances.

Membership for FLAfRES sub-committees is currently free and open to all members of the FLAfRES community. Joining provides an opportunity for members to actively contribute to FLAfRES objectives, build their skills, networks and connect with like-minded individuals who share an interest in promoting research and advancing knowledge within AfRES membership countries.
Envision a future where African cities are vibrant hubs of sustainable investments and thriving communities. This was the vision that took stage as Nairobi buzzed with energy at the 22nd AfRES conference that happened on the 12th-15th of September, 2023 at the University of Nairobi under the theme “Pathways to Sustainable Real Estate Investment in Sub Saharan African countries”.

The conference was more than just talks and presentations; it proved to be a catalyst for collaboration, knowledge exchange, innovation and action. From keynote speeches by renowned experts to lively panel discussions and engaging networking sessions, AfRES 2023 provided a platform for game-changing ideas to take flight.

“The conference was under the theme “Pathways of Sustainable Real Estate Investment in Sub-Saharan countries.”

We are excited to bring you highlights of the conference where real estate professionals, academicians, investors and students from across Africa and beyond convened to chart a path towards a common goal that will shape the continent’s-built environment for years to come.

Among the topics discussed were: affordable housing, smart housing, green building initiatives, Real estate valuation, Real estate market research, Sustainable financing, Property and facility management.
The conference kicked off with an unconventional start as participants engaged in a game of golf creating the perfect backdrop for meaningful conversations, socialising and establishing connections.

Distinguished leaders from sister bodies, as well as AfRES, delivered an inspiring master class at the University of Nairobi, sharing valuable insights and visions providing attendees with thought-provoking perspectives on crucial topics around the theme.

Engaging panel discussions brought together experts to explore and debate pressing issues in-depth.

A specialized seminar was held for PhD scholars to present their research, enabling emerging researchers to receive constructive feedback and establish connections within the academic community.

The conference witnessed thought-provoking paper presentations, where researchers and experts unveiled cutting-edge findings to innovative approaches in real estate.

Specialised sessions facilitated focused discussions in smaller groups, allowing attendees to explore niche areas and share expertise in a more intimate setting.

Recognising excellence, the conference highlighted outstanding contributions with its Best Paper Awards in categories such as Best Investment Paper, Sustainable Real Estate, Valuation, Green Buildings, Affordable Housing, and Women in African Real Estate.

Participants were treated to culinary of diverse East African flavours, providing a culturally rich experience at the Gala dinner.

The AfRES 2023 legacy extends far beyond the conference halls as attendees had the opportunity to engage in social events, including a site tour through the beautiful city of Nairobi and its environs.
FLAfRES AGM

By Victoria Adwoa Aboah

The Future Leaders of the African Real Estate Society held their annual general meeting (AGM) on the 14th of September, 2023, at the University of Nairobi at the AfRES Conference in Nairobi, Kenya. In attendance also was Dr Kofi Gavu, the chairperson for FLAfRES and Miss Victoria Adwoa Aboah, the FLAfRES sub-committee coordinator. It started off with a welcome address from Dr Kofi Gavu and a short introduction of members present followed.

An invited guest in the person of Professor Dr. Carsten Lausberg, a professor of real estate banking at the Nürtingen-Geislingen University, took over by narrating his life journey to members present; he started off by speaking on how he had ended up stumbling into real estate when he was not sure of which career path to take.

He spoke about his experiences growing up and how it had shaped him into what he is today. Prof. Lausberg emphasized the importance of balancing personal life, family and career and not just focusing on one area but to be well-rounded in all. He also talked about the impact certain moments had made in his life, serving as a source of encouragement to members present. A time for questions and answers followed shortly.

To close off, a new programme chair, in the person of Ms Fiona Toliva, was voted in for the 2023/2024 year; new volunteers for the various subcommittees of FLAfRES were also recruited. The meeting lasted for about 2 hours and ended on a light hearted note.

Enjoy a collage of pictures from the FLAfRES AGM as well as from the AfRES Conference.


So, keep your eyes peeled for innovative sustainable investments and solutions transforming Africa’s real estate – the seeds were sown at AfRES 2023!
WEBINAR ON EDUCATION FUNDING:

By Dr. Oluseun Ajayi

A major portion of the webinar was dedicated to emphasising the crucial role of cutting-edge real estate education. Dr. Ajayi underscored the increasing demand for skilled professionals in the industry and how quality education shapes and advances careers. The dynamic nature of the field, including the integration of evolving trends such as real estate coding and financial modelling, was discussed as a key aspect.

01. Importance of Cutting-Edge Real Estate Education:
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02. Available Funding Options:
The speaker detailed a comprehensive list of funding options, particularly focusing on scholarships for MSc, PhD, and Post-Doctoral programs. Highlighted opportunities included the Postgraduate Merit Award at the University of Witwatersrand, African Real Estate Society at the University of Reading, Commonwealth & Chevening, Mastercard Foundation, and various German and American scholarships.

03. Researching and Applying for Scholarships:
Dr. Ajayi provided valuable insights into the crucial step of researching and applying for scholarships. He emphasized the need to understand application processes, requirements, and key deadlines. Strategic positioning was highlighted, involving crafting a compelling letter of motivation and a strong personal statement. The importance of seeking guidance from mentors or successful scholarship recipients was also underscored.
In its fourth year, FLAfRES mentorship addresses the challenge of limited access to opportunities in the real estate sector. The absence of key connections often hinders individuals from obtaining crucial information to propel their careers forward.

Our Vision and Mission:
FLAfRES mentorship program connects mentees with experienced professionals in the real estate industry, expediting the achievement of goals and providing valuable insights. Mentees are expected to be actively involved in the process, while mentors offer guidance and knowledge. The program creates a collaborative environment that fosters growth and excellence within the community. Applications open in September.

Benefits & Expectations:
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Structure and Duration:
Prospective mentees among FLAfRES members express their interest by completing a comprehensive application form. The mentorship program spans one year, with a thorough quality check conducted at the three-month mark to assess the effectiveness of the mentor-mentee relationships. Applications are accepted from September, with the possibility of an extension to accommodate a broader range of participants.
• “My real estate agent told me my property had “potential” - turns out it was a word they used to describe its problems.”

• “Why was the realtor in counselling? He couldn’t get closure.”

• “If you ever get the feeling that you are not important, try missing a mortgage payment.”
Are you prepared to transform your aspirations of pursuing studies in Germany into a tangible reality? The German Grant webinar stands as the ultimate solution, assisting you in recognizing and securing grant opportunities. This ensures that you can financially support your educational pursuits and successfully attain your academic objectives.

Excel integration has transformed property valuation for real estate professionals. Proficiency in Excel remains an asset for success in the dynamic and competitive field of property valuation. Customizable and user-friendly platforms enable accurate calculations and data analysis.

This webinar focuses on emotional intelligence and conflict management, offering practical strategies for recognizing and managing emotions to reshape conflict as a means for growth and understanding. Attendees will benefit from this program.

Real estate professionals are recognizing the importance of coding skills in staying competitive and innovative. Coding allows them to develop software solutions, analyze data, and create customized tools using various programming languages. Learn now to not miss out on the opportunity.

Unleash your problem-solving prowess in FLAfRES’ Case Competition! Dive into a real estate case study from Sub-Saharan Africa and craft actionable solutions.
Interview with NELTAH MOSIMANEGAPE

Compiled by Priscilla Bello

Ms Neltah Mosimanegape, from Botswana, holds a degree in economics and accounting, a Master’s in Project Management, and a postgraduate certificate in real estate. She is pursuing a doctorate in real estate at the University of the Witwatersrand. Her interests include property development, real estate education, and property technology.

NELTAH: I became interested in real estate during my third year of university, inspired by the early 2000s reality TV era when Paris Hilton and Donald Trump had their shows. I discovered that their fortunes were primarily derived from real estate investments. It was their great grandfathers’ riches that allowed them to enjoy a luxurious life. I studied economics and accounting then, and it was too late to change my course. So, I decided to build a plan B to enter into the real estate field. I started contacting real estate companies, begging for internships and free work. Eventually, I was offered a position with RDC Properties, a Botswana Stock Exchange-listed company. Thereafter, I was headhunted into numerous development projects. So yes, I was motivated by the financial rewards of the career, creating a carefree legacy for my lineage, and my passion for thinking and visualising an idea, conceptualising and bringing it to life.

PRISCILLA: Can you tell us a bit about your journey in the real estate industry? How did you get started, and what motivated you to pursue a career in real estate?

NELTAH: I was expecting that question. But there is no link at all. I believe I have always been interested in both disseminating and consuming information. So, if I am given the chance to speak at a conference or host a program, whether on radio or television, real estate, or any other issue that interests me, I jump right in. So there is no connection, although I suppose you could say I am a bit of an entertainer. We may call it a professional entertainer. So I wanted to demystify the several real estate misconceptions in Botswana and other third-world countries through these shows. The first show was with Stanbic Bank during COVID, called Property and Plants. The next show was called Real Estate with Neltah and was on a Facebook channel called Hub TV. Last year, I co-hosted a show called ‘Your Property Pros’ on a radio station called Gab’zs FM. It was in partnership with First National Bank.
NELTAH: I recall being relegated to becoming the secretary, the one to take minutes, during the development phase of one of the projects I was working on. I was probably two or three years out of university. So, at that moment, you simply want to satisfy people and try your best to get additional points and favours from your superiors. There are other instances where people viewed me and my opinions as incapable because of my gender. Now, the gap is shrinking in Botswana. Even with the gender imbalance, women are making their mark and demonstrating that we are equally as talented as men, regardless of our gender.

PRISCILLA: I believe the real estate shows have dispelled people's misconceptions. Your thesis, which you are now working on for your PhD in real estate at the University of Witwatersrand, addresses gender imbalance in the real estate sector. What is it about?

NELTAH: My thesis is on the investigation into the cause and effect of gender inequality in the real estate industry, focusing on a case study of Botswana, South Africa, and Zambia. I am interested in finding out what causes the imbalances from a cultural and societal point.

Soon, I will be wrapping up and giving my results on the findings and how it affects real estate and the performance of a company based on the gender inequalities and eventually how it affects everything on a macroeconomic level.

PRISCILLA: As a woman in a field where gender imbalances have historically existed, what challenges have you faced?

NELTAH: I recall being relegated to becoming the secretary, the one to take minutes, during the development phase of one of the projects I was working on. I was probably two or three years out of university. So, at that moment, you simply want to satisfy people and try your best to get additional points and favours from your superiors. There are other instances where people viewed me and my opinions as incapable because of my gender. Now, the gap is shrinking in Botswana. Even with the gender imbalance, women are making their mark and demonstrating that we are equally as talented as men, regardless of our gender.

PRISCILLA: After your doctorate, do you plan to enter into academia?

NELTAH: Yes, academia is not new to me. I was a visiting scholar at Covenant University, Nigeria, which was a wonderful experience. However, due to COVID, we had to execute it virtually. And I have also taught at the University of Witwatersrand in South Africa as well as Ba Isago University in Botswana. In addition, I have created a CPD course called Introduction to PropTech, which I anticipate will be launched in 2024. I am considering becoming a hybrid professional working in academia and industry practice. It is just an issue of finding a balance and synchronisation strategy to play (and win) on both fields, because, as the adage goes, you cannot capture two rabbits simultaneously.

PRISCILLA: You have accomplished a lot. Apart from being a scholar and anchoring those shows, you also run your own real estate company.

NELTAH: Yes, correct. Tempest Gold was initiated when I was still in University. My dad and I set it up to be a property development company. We wanted to turn a family business into a more professional and corporate business. When Tempest Gold became registered, we offered part-time real estate services such as agency and consultancy until I took the leap of faith and started full-time. It has not been easy, but now we offer various services, from agency to management, consultancy, and valuation. We also have a sister company that offers property technology products that is a digital property management and rental platform.
NELTAH: Good question. I want us as a community to be mindful and careful not to just offer women an opportunity based on wanting to reach a gender quota. Still, it should be based on merit. Some sort of equality needs to be reached. Still, we should just make sure that it is not at the detriment of a company's performance or not affording a male professional the opportunity just because of their gender in favour of a less qualified lady. So I would suggest that, of course, we need to show preference to a certain extent for women, but we need to make sure that those women can deliver just as well as men or even better than men.

PRISCILLA: You have also won numerous awards, the most recent one being the Most Influential Real Estate Businesswoman in 2023. Can you tell us about the award?

NELTAH: I was awarded in September by a company called Acquisition International, which is based in the UK. I was shortlisted for the award, and surprisingly, I won. I remember thinking, ‘Why would a young lady from Botswana receive such a prestigious award?’ I have realised that many ladies in our industry suffer from imposter syndrome, maybe just based on our environment or just not being supported. So, I am very proud of myself. The award showed that I am doing something right as a professional and businesswoman.

PRISCILLA: You talked about women having imposter syndrome, and I would have to ask, ‘Do you think there are any steps the real estate industry can take to promote greater diversity and inclusion?’

NELTAH: Good question. I want us as a community to be mindful and careful not to just offer women an opportunity based on wanting to reach a gender quota. Still, it should be based on merit. Some sort of equality needs to be reached. Still, we should just make sure that it is not at the detriment of a company's performance or not affording a male professional the opportunity just because of their gender in favour of a less qualified lady. So I would suggest that, of course, we need to show preference to a certain extent for women, but we need to make sure that those women can deliver just as well as men or even better than men.

PRISCILLA: So, have you been involved in any initiative to promote gender equality in real estate?

NELTAH: I have done a handful of them and had a couple of speaking engagements. I am also a member of the Botswana Women in Construction Organization, which is a fantastic organisation that brings together women in the built environment in Botswana and advocates for women in the built environment to be considered a little bit more and for our skill sets to be recognised as much as our male counterparts are. But I believe the main job for me will begin after my Ph.D. I already have a few plans in place. I just need to get my schooling out of the way, and I will share it with the AFRES community once it is launched.

PRISCILLA: AfRES is excited to see what you have in store. What advice would you offer young women seeking a career in real estate?

NELTAH: Find a mentor first. This advice is for everyone. Make sure you have a mentor with expertise in whatever you pursue, whether spiritual, personal, academic, or professional. I have found that women, particularly those with real estate mentors from the start, grow quicker than others. Mentors help us avoid their mistakes. So, after finding a mentor, you must also play your mentee role. You must meet your mentor halfway and show them you are dedicated and willing to learn. Also, I want to encourage women to use their voices, whether it be sexual harassment or safety concerns in the real estate industry. Lastly, affiliate yourselves with organisations such as FLAfRES and AFRES.

Compiled by Priscilla
Interview with ROSHINEE NAIDOO

Compiled by Priscilla Bello

Mrs. Roshinee Naidoo is a prominent Registered Professional Valuer in South Africa who began her career in 1988, during the apartheid period, an era that posed challenges for people of colour and especially women in the property industry. Many years later, she now holds the position of the first woman of colour Registrar at the South African Council for the Property Valuers Profession (SACPVP), appointed effective January 1 2024.

PRISCILLA: From 1988 to 2006, you worked at eThekwini Metro (the erstwhile Durban Corporation), progressing from a Trainee Valuer to a Senior Valuer. Can you tell us more about your path and any significant milestones or experiences you had while working at Durban Corporation?

ROSHINEE: I started working at Durban Corporation (now eThekwini Metro) in 1988. South Africa was in an apartheid era, and women of colour like myself found it difficult to enter into the property valuation profession. It may have been divine intervention that I got to start my studying and training because it was challenging, and I have been constantly met with adverse conditions. It was no easy task. Back then, you were not readily given access to inspect or value property in certain suburbs. I was left to practice valuation, mostly in townships. There were no opportunities to value commercial, industrial, or other properties. My core task for many years was to only measure houses of 50 – 60 square metres or less daily. It was tedious. Other tasks included menial administration work.

Opportunities only began to present themselves after April 1994, which was the post-apartheid period in South Africa. That was when I was exposed to and given opportunities to value commercial, industrial and other specialised properties. But there were still so many challenges post-apartheid. For example, if you arrived in a plush residential area, the property owner would not allow you into the property and, in some instances, would call the police. The police will then question the purpose of your inspection, and you will have to contact the office. Your supervisor will then verify the purpose of your inspection. It was a really difficult period. In those days, with no cell phones, it was a mission to find a telephone booth.

It was at these moments that I made a commitment to myself that if God ever allowed or blessed me with the opportunity to advance in the field of valuation, I would never treat anybody like a second-grade human being. They will be helped, and I will always ensure they are treated respectfully and with dignity. I know what it feels like to be mistreated and have doors literally shut in my face and abuse hurled at me.

That negative behaviour of others towards me had the opposite effect. It taught me never to emulate that type of behaviour. Rather, assist and go over and beyond to help people succeed. It could be in the profession or just in general. One has to display empathy. In SA, the country is very diverse, with many students coming from rural areas. All they require is some direction and to know that somebody cares.
PRISCILLA: I believe the situation has significantly improved in 2023 compared to when you started.

ROSHINEE: Yes, things are a lot better now. People have no choice but to change; otherwise, they will weed themselves out. Now, the Government is more sensitive to transformation, strengthening the skills pipeline, and paying attention to women of colour, youth and the disabled. Despite all the hardship, tears and stress endured, in 1997 – just out of the blue, I received a letter from the Registrar of the South African Council for the Property Valuers Profession (SACPVP). Back then, there were no emails; only letters and faxes were used. The letter informed me that I was the first female of colour to be registered as a Valuer in South Africa.

On that faithful day and even today, it makes me very tearful to think of my difficult journey. I thought to myself that God had charted this path for me. Twenty-six years after receiving that letter from the SACPVP, I’m now the Registrar of SACPVP. Today, we embrace students who want to study. The respect for each other is visible, and we certainly do not see colour. Everyone is treated alike. Race and Gender sensitivity are strictly adhered to.

PRISCILLA: Did you do something extraordinary that made you the first woman of colour to qualify as a Professional Valuer?

ROSHINEE: It was just the tenacity to prove them wrong that even though we were people of colour, we could think properly, and we, too, had dreams. We grew up humble, but when you have the tenacity and drive to achieve something in life, nothing can stop you. God always finds a way, because when things got bad and tough, I did not leave, change to another profession, or even retaliate. I knew that I wanted to become a professional valuer, and that was all that mattered.

You do not have to scream loud to be heard; you just have to sharpen your argument and be consistent. This attitude irritates cruel and difficult people because they cannot break you. Even when I was a Councillor at SACPVP, there were difficult fellow Councillors. There were days I thought to myself, "Roshinee, you cannot stay here anymore," but then I understood that people have their insecurities, and I had come this far, never to let them get the better of me and good God I never did.

PRISCILLA: Thank you for sharing that. You left Durban Corporation, now eThekwini Metro, in 2006 and went into private practice in 2007. What motivated you to start Roshinee Naidoo Property Consultants cc (RNPC)?

ROSHINEE: Thank you, Priscilla, that is a fair question. I faced many challenges whilst working there, too. There was the apartheid challenge, the gender challenge, and other challenges relating to the promotion of females. All of these obstacles motivated me to go into private practice. My leaving coincided with an important time when South Africa was implementing the Municipal Property Rates Act (MPRA). Working with a competent team, we were the first set of professionals appointed by the Provincial Government to assist the municipalities. There were over sixty municipalities, and we supported the municipalities in project managing and implementing the MPRA in the Province of Kwazulu-Natal.

Municipalities require an income stream to function. One of the avenues for them to earn revenue was to implement this piece of legislation, which will (hopefully) regularise the collection of property rates. The Team structured the rollout for each municipality and was responsible for developing the country's first Municipal Property Rating standards, which will feature in our Gold Book. We borrowed mass appraisal standards from the IAAO and South Africanised the standards to become our local rating standards. In March 2017, I was employed as the Deputy Director of KZN, Corporate Governance and Traditional Affairs (CoGTA). My contract as Deputy Director ended in March 2018.

After the above, I served on several Boards and Committees for over a decade. There was the SSETA, Local Government Sector and Training Authority (LGSETA), SACPVP, Office of the Valuer General in SA (OVG), etc. The Boards employed me as an individual, not as a Company. That was why I decided to trade as an individual and not as a Company. I successfully traded as RNPC from 2007 up until 2018.
ROSHINEE: The SACPVP was progressing very slowly, and I made changes every year I was on the Board. So, I was appointed vice president in 2018 in my second term of office. My first term lasted from 2014 to 2018. I also served as the chairperson of the Education and Standards Committee at the end of my second term. I also served on the Transformation, Finance, Public Relations and Marketing committees. It gave me good experiences and exposure to understanding how things operated and worked and all the existing gaps in the administration.

At the end of my second term as Vice president, Mr Cloete, the current President and the Board appointed me as the Acting Registrar when the previous Registrar retired. My initial contract was for three months, but it ended up lasting for thirteen months. During these months, we made great progress in terms of transformation and registration. We have touched many lives and made a difference regarding Registered Persons receiving attention from the Regulatory Body. Anyway, my position as acting registrar terminates on December 31. However, on November 9, I was interviewed, and I was successful. On January 1, 2024, I will be the newly appointed Registrar at SACPVP for five (5) years.

PRISCILLA: You are the past vice president and current acting registrar of SACPVP. What has been your role in advancing the property valuation profession in South Africa?

PRISCILLA: Aside from being the new Registrar, you also lecture at the SACPVP Annual Practical Work school on MPRA. Can you share more insights on your role?

ROSHINEE: Definitely. Every year, during the last week in August, we host a week-long practical work school for Candidate Valuers and Professional Associated Valuers who want to write the Board exam. It is an intense programme where the students have to write and submit group assignments, and when they pass, they proceed to write the Board exam.

For many years, I presented the MPRA as a topic because I have been working in that space and was able to share my practical experience. Recently, I undertook the programme directing as the Registrar and presented a slot on Professionalism in the Valuation space. This slot is now presented by other competent Councillors who also serve on the SACPVP Board.

PRISCILLA: That is wonderful. So, do you have any advice for young professionals, particularly young women who wish to pursue a career in property valuation?

ROSHINEE: My advice would be to remain focused. Research and choose your career properly and take guidance from other professionals. A career in the Built Environment is very interesting, and a career in valuation is a versatile profession. Try to locate a mentor or mentors to gain experience and guidance.

Ask questions that may impact your life long-term. For example, do you want to work in a local authority/ municipality or start your private practice?

Assuming you start a family or want to start a family, you can decide to work from home and take up valuation jobs as you can fit into your daily or weekly schedule. You can choose how many valuations you want to complete in a week or a month. It all depends on your client base and so also your family setup.

In building yourself, worry about your character, for your character is what you really are. Work towards building a strong character and show resilience. Refrain from blaming and rather work to find solutions. Once you become solution-oriented, you do not see everything as an obstacle. Finally, remember your network is your net worth. Feed off the networking grid but also feed into the grid.
This article provides tips for advancing a career in real estate, whether pursuing it in industry or academia.

**TIPS FOR CAREER ADVANCEMENT**

**COMPiled BY HASSAN LIMAN**

This article provides tips for advancing a career in real estate, whether pursuing it in industry or academia.

**TIPS TAILORED FOR INDUSTRY**

**01 Seek Mentorship:**
Mentorship can accelerate your learning and career growth. It also fosters skill development and networking opportunities for young professionals. Find a mentor with experience in real estate practice who can provide guidance, share insights, and help you navigate challenges.

**02 Build a Strong Professional Network**
Networking is crucial in real estate practice. Join real estate associations, attend industry events and conferences, and connect with professionals both locally and internationally. Building relationships can open doors to opportunities and partnerships.

**03 Specialize and Gain Expertise:**
To stand out in the real estate industry, consider specializing in a particular segment or a local/regional market that interests you. However, diversification may be more beneficial for young professionals in certain markets. Consider what approach will work best for you.

**04 Stay Informed About Market Trends:**
To make strategic decisions and boost credibility in real estate, stay informed about current market trends, property values, economic factors, legal requirements, and best practices through continuous education.

**05 Embrace and Utilize Technology:**
Technology can improve efficiency and competitiveness in the real estate industry through property valuation, smart building management, virtual tours, blockchain transactions, data analytics, tenant management, and sustainable development. Embracing PropTech can lead to better customer experiences and adaptation to industry changes.

**06 Volunteerism:**
Volunteerism in real estate benefits the community and the professional. It contributes to community development and social responsibility while enhancing visibility, networking opportunities, and skill development. It also fosters a positive reputation and creates a well-rounded, socially conscious real estate professional.

**07 Build a Strong Online Presence:**
Create a professional online presence through platforms like LinkedIn. Showcase your expertise, share industry insights, and connect with professionals in the real estate community.
TIPS TAILORED FOR ACADEMIA

01 Pursue Advanced Degrees:
A higher level of education is often a prerequisite for academic roles. Consider pursuing advanced degrees such as Masters and PhD in real estate or a related field. Undertaking higher degrees in reputable universities can be very expensive. Explore and take advantage of the numerous postgraduate scholarship opportunities that are available out there.

02 Publish Research:
Demonstrating a strong research record is crucial for career advancement in academia. Actively engage in research and aim to publish your work in reputable journals and conferences. Publishing in top academic journals can be challenging for early career academics. Collaborating with your research supervisors and other established researchers can help you to overcome this challenge.

03 Mentorship and Collaboration:
Academic mentors can provide valuable guidance while collaborations can enhance the impact of your work. Seek mentorship from experienced faculty members and collaborate with colleagues on research projects.

04 Seek External Funding:
Explore opportunities to secure external funding for your research projects. Grants and research funding not only support your work but also enhance your standing within the academic community. A good way to achieve this is by collaborating with experienced researchers when applying for grants.

05 Network within Academia and Industry:
Join relevant local and international academic associations or societies related to real estate such as the African Real Estate Society (AfRES). Attend conferences, workshops, and seminars within the field of real estate. Network with established researchers, professors, and professionals to build connections.

06 Teaching Excellence:
Demonstrate excellence in teaching. Focus on creating engaging and effective learning experiences for students. Positive student evaluations and peer reviews contribute to a strong teaching portfolio.

Conclusion:
Remember, career advancement in real estate often involves a combination of academic qualifications, industry knowledge, networking, and a commitment to making meaningful contributions to the academic and professional real estate community. Therefore, continuously strive to enhance your skills and stay abreast in the ever-evolving landscape of the real estate profession. These can be significantly demanding so ensure you maintain a healthy work-life balance by prioritising self-care to sustain your energy and enthusiasm for your career.
Source: [https://www.henley.ac.uk/study/masters/scholarships funding](https://www.henley.ac.uk/study/masters/scholarships funding)

2. Henley Business School (University of Reading) in partnership with the African Real Estate Society (AfRES) scholarship open to offer holders for MSc Real Estate and MSc Real Estate Finance 2024.  
Source: [https://www.henley.ac.uk/study/masters/scholarships/african-real-estate-society-scholarship](https://www.henley.ac.uk/study/masters/scholarships/african-real-estate-society-scholarship)

3. NL scholarships  

3. Paris, France Top Masters Scholarships 2024  

4. Australian Government Scholarships(Masters):  

5. Manaaki New Zealand Scholarship  

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**Job Alerts!**

**Mt. San Antonio College:** Real Estate - Adjunct Professor: [Link](https://www.mtsac.edu)  
Posted: November 16, 2023  
Deadline: June 30th, 2024.

**The City University of New York (CUNY):** Assistant Professor- Real Estate: [Link](https://www.cuny.edu)  
Posted: N/A  
Deadline: March 20th, 2024.

**University of Louisville:** Part-Time Lecturer - Real Estate Law, College of Business: [Link](https://www.louisville.edu)  

**Susquehanna University:** Assistant Professor of Real Estate: [Link](https://www.susquehanna.edu)  

**Virginia Tech:** Blackwood Department Head of Real Estate: [Link](https://www.vt.edu)  

**CSU - The California State University:** Assistant Professor, Real Estate - Department of Business Law: [Link](https://www.csun.edu)  

**California Polytechnic State University San Luis Obispo:** Associate or Full Professor of Real Estate:  
[Link](https://www.calpoly.edu)  

**University of Texas at El Paso:** Assistant Professor of Practice in Banking and Real Estate (2 Positions):  
[Link](https://www.utep.edu)
The African Real Estate Society (AfRES), founded in 1997, is a continent-wide organization that seeks to promote networking, research and education among property professionals and academics across Africa. The AfRES conference brings together representatives from academia and practice from the continent and from across the world to discuss and present innovative solutions to real estate challenges. The conference encourages professionals from the private real estate sector, government agencies, academia, and other stakeholders in the sector. The 2024 AfRES annual conference, themed “Smart Cities in Africa for the 21st Century”, will be held in Livingstone, the home of the mighty Victoria Falls and the tourist capital of Zambia.

We would also like to encourage papers from practitioners regarding case studies they might have come across, under any of the above themes.

**SUBMISSION DETAILS**

Abstracts for papers should contain the purpose, objective(s), methods, findings, and implications/significance. Keywords (up to five) should be included. Full papers should contain an Introduction, literature review, methods, findings and discussion, and conclusion. Papers should be submitted online using this link: [https://form.jotform.com/232645848750566](https://form.jotform.com/232645848750566)

Papers will only be accepted on the programme if the author/co-author will attend the conference.

**IMPORTANT DATES**

- Conference dates: 10–13 September
- 2024 Early bird registration: 28th July
- 2024 Registration deadline: 17 August 2024
The following deadlines apply for REFEREED PAPERS.
Abstract submission (300 words max.)
19th Feb 2024
Notification of abstract acceptance
26th Feb 2024
Full paper submission
27th May 2024
Notification of full paper acceptance
1st July 2024
Re-submission of revised papers
29th July 2024

The following deadlines apply for NON-REFEREED PAPERS:
Submission of abstracts or full papers
29th July, 2024
Notification of acceptance
5th Aug, 2024

AWARDS
Accepted full papers (presented at the conference) will be published in Conference Proceedings with an ISBN. Papers will also be considered for publication in the Journal of Real Estate Research (JARE). A prize for the Best Student Paper will be awarded. Other prizes include the International Real Estate Business School (IREBS) Foundation for African Real Estate Research awards in the following categories:
- Best investment paper
- Best sustainable real estate paper
- Best valuation paper
Other special awards include:
- The Dr Gisela Schulte Award to:
a. A woman, who has shown exceptional excellence, innovation, or quality in her work in the context of African Real Estate research or education.
b. Individuals or institutions that contributed in an exceptional manner to the advancement of women and to gender equality in the African real estate profession, both in academia and practice.

POSTGRADUATE COLLOQUIUM: 10 SEPTEMBER 2024
This platform provides an excellent opportunity for doctoral students to present and receive constructive feedback on their ongoing research/proposals from leading academics in the real estate field.

CONFERENCE REGISTRATION
Registration fee per attendee: USD350
Early bird registration fee: USD300 (28 July 2024)
Student registration: USD200
The registration fee covers an additional paper per author or attendee, attendance to conference activities and conference materials. At least one author must attend to present the paper at the conference. Papers that are not presented at the conference will be removed from the Conference Proceedings. For registration, please use this link: https://form.jotform.com/240014266729050
If you require an invoice to pay, it will be prepared with the registration details provided. Please visit the AFRES website www.afres.org for more information.

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On behalf of the FLAfRES editorial sub-committee, we wish to express our profound gratitude to all individuals who contributed significantly to the success of the 3rd edition of our newsletter. We extend special appreciation to Emmanuel Akandwanaho for his remarkable efforts. Furthermore, we would like to acknowledge the invaluable guidance and contributions of our esteemed chairperson, Dr. Ing. Gavu.

Thank you!

https://www.afres.org