

Career Tuesday: DLC Management

October 19, 2021

- **Who is DLC?** “Making Retail Places Better”: open air shopping center operators
 - Full service: lease the properties and operate them (capital markets, transactions, functions, asset management)
 - 4 primary service lines: value-add/opportunistic (buy centers and repurpose them), core plus, DLC development, specialized third-party services
 - Collaborate with many large retail corporations, along with small businesses
- **Corporate culture**
 - “#SUCCESS”: working together to create a personally rewarding, productive, respectful, profitable, and enjoyable place to work
 - Teamwork and collaboration, very team oriented, everyone works together departmentally and cross departmentally
- **8-week internship program**
 - Rising Juniors or Seniors; hope to convert to full time
 - Jobs are posted in Handshake
 - Leasing/Sales, Real Estate, Accounting
- **Skills looked for in candidates:** cultural fit, team player, collaborative, “can do” attitude, desire to learn and absorb
- Most positions are in **Elmsford, NY**
 - Some candidates may be able to relocate to a regional office elsewhere after working for the company
- **Podcast: Retail Retold**
 - Created by DLC COO, way to build knowledge in the industry for anyone who touches the industry in some way (contractor, vendor, etc)
 - Explores success stories, building a business, challenges
 - Also great way to learn more about business overall
- **Tips for applicants**
 - **Go beyond company website** and dig into some deeper part of the business or clients to bring value to the table to show you prepared
 - Listen to the podcast!
 - Large presence on social media, use that as research (look at posts and different content)
 - Want to get to know candidates, **get real!** Show your personality, who you truly are. Don’t give answers you think they want to hear, give true answers
 - Interview question example: what was an adversity that you faced and how did you overcome it? (What did you do to help overcome it? How did you react?)
- **Hiring process**

- Predictive index assessment (insight into who candidate is personality wise)
- Phone interview with human resources and possibly another employee
- Meet with 3-4 employees from all areas in next interview
- Final step, one last assessment “wonderlic” - cognitive ability assessment
- Want people in the right roles for them
- Can use **personality assessment** to make sure people are a good fit for their role, can open it up to their other positions that better match their profile
 - Can determine what they may **naturally be good at** versus what they may struggle with
- **LinkedIn**: used day in and day out, when you are linked to someone from DLC, it will help you understand the business more after seeing their posts
 - **Are there certain skills you should have on your profile?:** instead of focusing on skills, focus on your profile to **reflect who you are** and what your interests are/who you want to connect with
 - Recruiter standpoint: focus on work experience and history, summary section is helpful
- Want to know your emotional intelligence level; are you mature enough to convey yourself professionally?
 - Interviewing can be scary and intimidating, but interview style is more conversational, **want authenticity, comfortable without being too personal**
- **Do you ask for or review cover letters?** Not required, recruiter does read if you submit, helpful to add if you can because it shows interest in the company and position
- **Thank you notes** are important! What did they like from interview? What answers would you change if you interviewed again?
- Commercial real estate in retail is not an industry that is really detailed in academic study, best piece of advice is to **be curious**, look into the company and see what they do
- **Leasing internship program:**
 - 8 week very structured program, teach you retail real estate
 - Assigned a property and build capstone presentation that you present to company that shows what you picked up and how you apply, leaves students with knowledge of how to improve the strategy by looking for better tenants, analyzing shopping patterns, etc
 - Have to understand each tenant’s business model and how they make money
- Eager to get entry level talent into organization - lots of roles open