
Alison Lambert shares her thoughts on women in the Real Estate industry

What attracted you to the Real Estate industry?

You can see and touch real estate which makes it easier to understand the drivers so you are able to make informed decisions about what influences returns. Real estate is not a derivative which floats around in the ether! I also enjoy the fact that real estate has a real sense of community because it is quite a small world - which can sometimes be both a good and a bad thing!

If you had one key piece of career advice for women, what would it be?

Be prepared to take some risks and recognise that your career may not move in straight line. I took a risk when we decided to live abroad, in Hungary and Brazil, and these really gave me a different perspective on life and work. Equally, I took a gamble when I moved from a Big4 to a less well-known, at the time, property company, Oxford Properties. In my time at Oxford I also moved across for a year to work as Head of Assurance & Advisory for OMERS, Oxford's shareholder. In all of these moves, I had to have the courage of my convictions and believe in myself.

How can businesses level the playing field to create an environment in which everybody thrives?

Offer opportunities to all, flexible working is important and not just around parental leave but be able to offer sabbatical experiences to all. Give the same opportunities to everyone and do not assume that someone does not want to do something or indeed do something without having a conversation with the individual.

How can our male colleagues be allies for equality?

We need to have male sponsors to ensure that women are moving within the industry - without our male colleagues supporting the initiative to strive for gender balance, it is likely to fail as the current majority has to be supportive of any equality initiative.



Alison Lambert

Oxford Properties, Executive Director

What do we need to do to see meaningful change being made in the corporate and property world?

We need to make more of a concerted effort to open doors to all types of people and ensure that the industry is not just an old school network!

What insights can you share regarding meaningful diversity at senior levels, which overcomes the "tick box" approach and ensures senior hires are still based on true merit?

Recruitment needs to start at graduate level to ensure that there is diversity of all types. And of course, diversity isn't just a gender issue. The recruitment process should include blind CVs. In addition, women need to have the courage to apply and put themselves in the running for senior positions. All executives must also walk the talk and make it not be just a tick box exercise, such as making a stand if there is an all-male panel or only men are invited to a sporting event.

Alison Lambert

Oxford Properties, Executive Director

Alison is Executive Director Luxembourg and SVP Head of Finance Europe for Oxford Properties. Alison Lambert is dedicated, committed and flexible to both her job and her family.

In her role Alison is responsible for the leadership of the finance team in Europe which has members in London, Luxembourg and Berlin, together with acting as the Executive Director in Luxembourg. In this role Alison oversees corporate accounting for all of Oxford's European assets, leading the Luxembourg office, sitting on the boards of a number of Oxford investment structures in both the UK and Luxembourg, leading new global finance initiatives, assisting in financing new transactions, assistance with tax structuring and maintenance of overseas structures. Alison's role involved a significant degree of stakeholder engagement, including liaison with the finance teams in Canada, managing Oxford's relationships with its European lenders and corporate advisors.

In 2017 Alison acted as OMERS Global Head of Assurance & Advisory ('A&A') based in London. For this role Alison spent a significant time in Canada with her team and senior executives. Alison was accountable for executive leadership in carrying out the duties of A&A as approved by the Audit & Actuarial Committee. Ensuring that value add services are provided across the business and act as a trusted business partner.

Prior to joining Oxford, Alison was a Director of KPMG Transaction Services in London where she specialised in giving financial advice to clients in real estate, public sector and infrastructure.

Alison is an active proponent of improving inclusion and diversity within the property industry and within Oxford.

Alison is a member of the ICAEW and has a BSc (Hons) in Biochemistry from London University.

Stephanie Workman

Crestbridge, Manager

Stephanie has over 12 years of real estate and fund administration experience. She is responsible for a large portfolio of UK and European real estate holding structures for a number of prestigious corporate clients, predominantly based in North America.



About Crestbridge

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We recognise that our success and that of our clients is down to the quality of the people who work here at Crestbridge. So our focus is squarely on attracting and retaining individuals who have outstanding experience in their field and share our values as an independent, forward-thinking business.

