

Election of REIQ Young Director – 2021

Candidate Information

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JOSHUA KINDRED

Answer 1. The 3 Key issues

1. Standards of the Profession

- Increase barriers to entry
- Develop new training packages and deliver new methods for the modern industry
- Compulsory Professional Development to advance the industry's capability and perception to customers

2. Improve Industry Culture:

- Align the profession to be customer centric above all else
- Support cooperation (Cooperative Competition)

3. Recruitment:

- Develop pathway plans for industry entrants
- Provide industry access to industry graduates
- Create incentive plans for both employers and new employees to support career longevity

Answer 2. Background and Experience in the Real Estate Profession and Contributions to REIQ

After completing my registration and cert iv with the REIQ in 2004, I've been in the industry full time for 17 years, as an employee, contractor and then starting my business in 2008. Now committed to growing my business with customer centric philosophies that promote positive industry perceptions. My passion is to make real difference by developing culture for people to reach their potential. I've been a zone chair for 3 years prior to being elected and having a role on the REIQ Board from 2018-2021. I've personally been involved in supporting bipartisan government relationships to develop new training packages, CPD advancements and supporting industry lead initiatives, including securing funding for industry during the Townsville floods.

Answer 3. Academic and Professional Qualifications

AICD Company Directors Course, Leadership in the Digital Age – QUT, AICD Role of the Chair Course

Answer 4. Experience or Professional Training Completed in the role of Company Director

I have held roles on numerous committees and directorships across varying industries, including Hospitality, Marine Services, Construction & Development, Tech Start-ups, and others. Additionally, I've participated in numerous professional development courses during my recent three year tenure with the REIQ enabling me to intimately understand the strategic objectives of the REIQ. I participated in advancing the REIQ governance standards and facilitated professional development.

Answer 5. Additional Information

I understand the role required of me, and have been actively involved in developing the new REIQ strategic plan. The immediate future offers the REIQ an industry more broadly vast challenges and opportunities that I am committed to leading through to ensure the future is better and brighter for employers, employees and customers.

ZORAN SOLANO

Answer 1. The 3 Key issues

4. I believe the Real Estate profession is one that is commonly misunderstood by the general public and often falsely looked upon as an “industry of Sharks or Cowboys”. I strongly believe that **enlightening the public and empowering those within our industry** that there is a strong culture of professionalism is extremely important. I believe that bodies like the REIQ are vital to the future of our industry.
5. **Support and recognition of all disciplines within the Real Estate community** too often is the focus on Residential Sales and Property Management and not on other minorities such as Commercial, and also Buyers Agency. As a director I would promote an increased support for these minorities and investigate opportunities to enhance the REIQ’s ability to assist those parties.
6. **Young professionals within the industry.** Support for the new age of Real Estate professionals will be different from the past, and the REIQ needs to continue to evolve to stay current and relevant

Answer 2. Background and Experience in the Real Estate Profession and Contributions to REIQ

Assisting my mum REIQ Buyers Agent of the Year 2011 Elizabeth Wilcox on weekends and after school and assisting my grandfather with the management of his investment properties, I have always been around real estate. I had completed my course ready for my certificate to be lodged to the OFT on my 18th Birthday, so I could start practicing real estate as soon as I could. I have been nominated for Buyers Agent of the Year, have previously worked with the REIQ in training new students, was part of the 2019 Young Guns and have previously nominated for Young Director and I am currently the Chapter Chair for the Buyers Agency Chapter.

Answer 3. Academic and Professional Qualifications

Born and raised in Brisbane and graduating from Anglican Church Grammar School in 2008, I jumped straight into my career as a Buyers Agent. I have completed my Real Estate Registration Certificate and I have also completed my Auctioneers Licence. In my day to day role I assist clients to create top performing investment portfolios helping with everything from Purchasing, to Renovations, Property Management and Vendor Advocacy.

Answer 4. Experience or Professional Training Completed in the role of Company Director

As Managing Director of Hot Property Buyers Agency, I understand the key qualities it takes to manage and lead a team effectively. I am highly skilled with people management, but also developing & Improving processes and training for our team especially. We have aimed to be at the forefront of the industry with legislative change during the recent years which has meant constant training and risk management. By nature, I am generally known as cool under pressure and a confident leader and my aim would be to bring these qualities to the board of the REIQ

Answer 5. Additional Information

I have never let my age stand in the way of my personal or professional goals. It has been goal of mine for several years to represent my fellow members as a Director of the REIQ, to ensure the REIQ stays relevant in an ever-changing industry.