



CELEBRATING
55 YEARS

nerej

2025 Women in CRE: Carol Justic, Colliers

September 26, 2025 - Spotlights



Carol Justic
Principal, Financial Operations Manager

What's a challenge you faced early in your career, and how did you overcome it? Early in my career, I was controller for a small CRE firm, reporting directly to an owner whose unpredictable style created tension with staff and managers alike. Working for him and with him was difficult, but I focused on maintaining professionalism. Together, our team kept operations steady and improved our business strategies, which helped stabilize & grow the company even in a challenging environment. Under new leadership, our small firm became part of Colliers and has since expanded throughout Northern New England. I'm proud to have played a role in laying the foundation for that growth.

What advice would you give to a woman considering a career in commercial real estate? The roads are endless in commercial real estate. I gravitated to finance because that is what I love – I enjoy seeing the trends and market changes from quarter to quarter, year to year. But there are so many paths to explore – brokerage, development, property management, research, marketing; and my advice is to stay curious, try different areas, and find the part of CRE that excites you most. This industry is ever changing and always exciting!

New England Real Estate Journal - 17 Accord Park Drive #207, Norwell MA 02061 - (781) 878-4540