

## **Opportunity**

Senior commercial real estate finance analyst – Senior Analyst

## **About Us**

StackSource is growing our business team to help more commercial property owners find ideal financing for their investments. This Senior Analyst position will support team members with underwriting, placement, and management of finance transactions for commercial property owners and developers.

StackSource is the best way to obtain a commercial real estate loan (commercial mortgage). We connect borrowers and lenders seeking nearly all commercial loan types including bridge loans and permanent debt.

- We're bringing modern technology to the old-school market of commercial real estate financing, by utilizing greater transparency, extensive capital market connections, and more complete data and process management.
- We're a team of technologists and real estate finance experts that have come together to redefine the expectations of what it means to arrange financing on your commercial property investment.

## **Key Responsibilities**

### Modeling & Underwriting

- **Model Income & Cash Flow** - You are comfortable building cash flow models that accurately reflect current and future gross income, operating and capital expenses, and net income based on current period information and projections. You can look at operating statements, rent rolls, balance sheets and development budgets, and immediately understand the key variables, including but not limited to identify missing expenses, separate operating expenses from capital expenditures (CAPEX), lease rollover, liquidity, and other items to produce professional loan packages.
- **Understand Market Trends** - You consistently research real estate trends, and how investors and lenders are currently looking at opportunities. You know the current LTV/DSCR/Debt Yield and other parameters of lender and equity investor markets.
- **Mastery of Asset Class-Specific Data Sources** - You understand and can readily point out industry data providers and their pros and cons for different underwriting scenarios. You know the nuances associated with using data from various data providers.
- **Evaluate Development & Value-Add Transactions** - You can quickly evaluate potential real estate development projects from both a cost, profit, and DCF perspective. You understand the drivers of value and risk metrics.
- **Demonstrate Asset Class Mastery** - You demonstrate a strong understanding of multiple commercial real estate asset classes and their specific details, including lease terms and reimbursements, customary underwriting reserves, etc.
- **Structure Complex Capital Solutions** - You understand the subordinate financing market, including high leverage senior loans, mezzanine debt, preferred equity, pari passu equity, and ground leases. You can model complex equity waterfalls, multi-tranche debt, ground leases, C-PACE, and government incentive programs in order to optimize the capital stack.

### Data Mastery

- **Research Relevant Comparables**- You understand what makes another property comparable from a rent perspective. You can sift through market data to identify applicable rent and sales comps.

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- Understand Cap Rate Drivers - You can select appropriate sales comps and determine a property's cap rate with confidence. You have knowledge of how an appraiser may value the asset to avoid last minute changes to an underwriting file.

#### Transaction Management

- Transaction Presentation to Lenders & Equity Investors – You are capable of presenting transactions to capital sources in a professional, confident, and credible manner, including key data points and economic drivers, risks and mitigants.
- Shepherding Transactions - You understand the closing process, potential credit committee issues, general legal issues, title, and escrow. Capital Advisors trust you to review appraisals, monitor potential credit issues, and alert them to issues.

#### Growing Organizational Knowledge

- Report on Industry Trends - Collect quantitative and qualitative data on new trends in the industry that affect commercial financing. Produce reports or presentations that grow the team's knowledge.
- Spreading the Power - Participate in the development in training programs for less experienced teammates. Help close knowledge gaps.

#### **Preferred Experience & Characteristics**

- 5+ years of professional experience, ideally in a commercial real estate finance capacity.
- Analytical, high-energy professional with entrepreneurial drive.
- Demonstrated interest in commercial real estate.
- Curious and adaptable team player.
- Ability to multitask by attending to multiple forms of communication (phone, email, etc.) while continuing to make progress on projects at hand.
- Strong verbal and written communication skills, self-starter, and excited to work in an entrepreneurial environment.
- Excellent time management skills and ability to work with minimal supervision.
- Ability to meet deadlines and take personal ownership to achieve team goals.
- Accept constructive guidance and coaching from other team members and management.
- Strong business acumen with a high attention to detail.
- Proactive qualities with the willingness to learn and collaborate with a team.

#### **Culture & Values**

- Our core values are Integrity, Speed, Transparency, Ownership, and Curiosity.
- We work remotely and online – we have no headquarters, and the existing team is distributed across the country in New York, Atlanta, Chicago, Phoenix, and Los Angeles.
- We are serious about transparency. Here are our current role descriptions and compensation: [Levels.StackSource.com](https://Levels.StackSource.com)

#### **Compensation**

- Salary: \$80,000 - \$100,000
- Bonus: TBD
- Equity: TBD

#### **Remote Location**



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The position is remote. The candidate must have stable internet connection and able be flexible to time difference demands between East Coast & West Coast team members. We do not have a relocation program.

### **Why Join?**

- Healthy Base + Bonus - Achievement should be rewarded. We want our Analysts to learn as well as make a lot of money; more than at other shops.
- Earn Equity - Earn equity from day one and take a bet on fintech transforming commercial real estate.
- Flexibility - Work how and where you want, as long as you get work done and earn your teammates trust managing their deals.
- Health Benefits - Health insurance paid in full by the company.

### **Full Time Position**

This position is for a full-time position that is an at-will agreement between the employee and StackSource. Benefits will be provided by StackSource.

### **Application Information**

Send all resumes to [Huber@StackSource.com](mailto:Huber@StackSource.com) with the subject "Analyst I Application: [YOUR FULL NAME]" Applications will be reviewed on a rolling basis.