



**Position:** Real Estate Strategist  
**Reports to:** Senior Director, Education & Care  
**Status:** Full-time / exempt  
**Location:** United States work-from-anywhere

## About Mission Driven Finance

Learn more about us, our “why,” and our opportunities on our [jobs page](#).

## What we are building

Mission Driven Finance is excited to launch a [community Real Estate Investment Trust](#) (community REIT), a novel child care facilities investment vehicle. The fund is set to launch in four geographies in early 2022 with the objective of expanding nationally over a decade. Consistent with Mission Driven Finance values and purpose, the fund will share profits and appreciation with tenant-providers, building wealth and resilience for them and their communities.

## Who we are looking for

We are seeking a real estate specialist to build and execute a strategic approach to property acquisition and development. Our ideal candidate can think big – helping to develop our national and long-term strategy – while also acting on transactions for properties suitable for child care. You have experience doing both residential and commercial deals, and with blended public-private capital stacks. You are capable of handling everything from scouting properties to negotiating transactions to closing deals. You “get” real estate portfolios, love applying data, and have prior experience lifting up community voices while pursuing real estate development projects.

This opportunity is perfect for you if you enjoy creating something from the ground up – both literally and figuratively; you’re comfortable and flexible with ambiguity, expansive in your thinking, and love a challenge. You’re the type of person who can build a roadmap for innovative and highly promising strategies, laying out the where, when, and how – and have the numbers to back it up. You probably have a meaningful connection to child care and viscerally understand that America needs more of it.

## Primary responsibilities

You will work primarily with our senior director of education & care (your supervisor), chief executive officer, and investment analyst. You will:

- Lead the development and evolution of the real estate strategy for the community REIT, including the criteria and analysis of which communities/submarkets, which



properties, which conditions, what prices, what timing, with what level of engagement by future tenants of the properties.

- Execute the real estate acquisition strategy of the community REIT, including identifying submarkets and target properties, building relationships with local brokers and developers, and analyzing and presenting opportunities.
- Look for ways to be an excellent mission-aligned landlord for early care & education (ECE) providers, including establishing facility design and management standards while reducing costs and meeting licensing requirements.
- Cultivate support with local governments and partners where the community REIT is operating to clear regulatory barriers and encourage local public funding, land, and properties for child care facilities.
- In addition to the community REIT strategy and execution, lead the analysis and underwriting of other real estate deals that are seeking capital from Mission Driven Finance.

## Desired values, qualification & skills

An ideal candidate will value:

- Our mission to build a better financial system
- Developing solutions from a team perspective, integrating the perspectives of those impacted by the problem we are solving
- Ability to execute semi-independently
- Commitment to quality balanced with efficiency
- Sense of humor, flexibility, and resilience

And have a background and skills that include:

- 5+ years of relevant experience
- Demonstrated experience analyzing, reporting, and executing on real estate investment opportunities
- A strong ability to manage relationships, data, and projects
- Thorough understanding of construction processes, timelines, and regulations
- Strong attention to detail with an eye to continuous process improvement
- Excellent verbal and written communication
- Adaptability and responsiveness in an evolving startup environment with competing priorities and deadlines
- Strong comfort with technology tools, including Google Workspace, Excel, project management systems (Asana), and communication systems (Slack)



Preference for candidates that also have one or more of:

- Experience working with blended capital stacks for real estate development, including tax credit programs such as new markets tax credits (NMTC)
- Experience working in the impact investment industry
- Fluency in another language beyond English
- Lived experience in or a track record trying to improve our target investment communities, such as BIPOC, New American, veteran, and other overlooked and underestimated communities

## Compensation

This is a full-time role with an annual salary range of \$75,000–\$100,000 based on level of experience. This position includes company standard benefits:

- Generous paid time off plan along with 10 paid holidays
- Remote and flexible work schedule and environment
- 401k retirement plan with 4% employer match and immediate vesting
- Stipend for work from home expenses
- Access to health/dental/vision plan
- Participation in company incentive program(s)
- \$500 annual professional development stipend

## Equal opportunity employer

Mission Driven Finance is an equal opportunity employer. We encourage all qualified candidates, regardless of race, ethnicity, religion, national origin, age, sex, disability, veteran status, or gender identity to apply for this position. We welcome smart people with non-linear/non-traditional experience and educational backgrounds to join our team. Should a candidate be offered the position, they will need to show documentation of the ability to work in the U.S. including completing an I-9. We are unable to offer work visas at this time.

## To apply

Interested applicants should send their **cover letter AND resume** by Friday, December 10, 2021 to [jobs@missiondrivenfinance.com](mailto:jobs@missiondrivenfinance.com). No phone inquiries, please.