



# GLADSTONE MANAGEMENT

## POSITION DESCRIPTION AND CANDIDATE SPECIFICATION

**Position Title:** Managing Director – Real Estate  
**Company:** Gladstone Management Corporation is the investment adviser to Gladstone Land Corporation a REIT  
**Reports To:** President of Gladstone Land  
**Location:** Florida (Preference for Plant City or Tampa)

### Education

**Required: BA or BS,** College degree from a good university

**Desired:** Degree in Business

**Desired:** MBA

**Desired:** Education in real estate

### Experience/Skills

**Required:** Experience working in Agriculture

**Desired:** Working for a REIT or a private investment group investing in real estate.

**Required:** Substantial experience in agricultural real estate in the United States.

**Required:** Strong marketing ability for finding and acquiring real estate

**Required:** Substantial knowledge of the real estate brokerage market

**Required:** Knowledge of the farmers and farm owners in Florida

**Required:** Able to develop, communicate, and focus on key issues.

**Required:** Solid working knowledge of Microsoft Excel and Word.

**Desired:** An excellent working knowledge of financial reports of farmers

**Desired:** Strong knowledge of sale and lease back transactions

**Desired:** Experience in underwriting single properties

**Desired:** Knowledge of Argus models

### Personal Attributes

- Uncompromising personal integrity.
- Tenacious in meeting deadlines, with a strong sense of urgency and good self-management discipline. Capable of working effectively under pressure.
- Organized and efficient, with good ability to define priorities; good at figuring out the processes necessary to get things done.
- Works well without close supervision.
- Good interpersonal and communication skills. Ability to work through conflicts, gain trust and persuasively influence outcomes.
- Able to adapt to differing situations and changing priorities.
- A confident, team player who listens to internal and external input but can take decisive action.

## **Position Responsibilities and Goals**

- I. Manage the process of finding and buying farms and farming buildings in Florida, Georgia and perhaps other states.
  - A. Build a portfolio of properties in the US.
  - B. Find and acquire good real estate to purchase.
- II. Develop and execute a marketing plan for a geographic part of the US with projections followed by quarterly updates on progress.
- III. Over time, develop a team that looks for and acquires real estate investments in the stated geographic area and be responsible for marketing and underwriting transactions.
- IV. Presentation to the real estate investment committee of proposed investments
  - A. Prepare and make presentations to the investment committee
  - B. Supervise and review all financial modeling to assure accuracy and reasonability of assumptions.

## **Benefits and Miscellaneous Information**

- Base salary and bonus and a profit sharing plan
- Savings plans: 401K Plan, 529 College Savings Plan, Section 125 Flexible Spending Accounts and Deferred Compensation Plan
- Insurance plans: Health, Dental, Vision, Life, STD, LTD and AD&D all fully paid for by the Company.
- Leave: Vacation, Sick and Holidays
- Travel around Florida and surrounding states required

## **Company Information**

Gladstone Management Corp.  
1521 Westbranch Drive #200  
McLean, VA 22102

[www.gladstoneland.com](http://www.gladstoneland.com)  
[www.gladstonecompanies.com](http://www.gladstonecompanies.com)

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