

POSITION DESCRIPTION AND CANDIDATE SPECIFICATION

Position: Analyst - This position will work in the triple net lease (NNN) property acquisition and sale-leaseback focused real estate fund (Gladstone Land) that buys farmland. The analyst will perform the real estate analysis and tenant underwriting for potential investments in farms. The analyst will also work on portfolio management projects and existing investments in farms.

Company: Gladstone Management Corporation is the investment adviser to Gladstone Land Corporation, a publicly traded Real Estate Investment Trust - www.gladstoneland.com

Location: McLean, Virginia

Salary: Commensurate with Experience (call HR for a discussion)

Education

- **Required:** a BA or BS from a top tier university.
- **Desired:** previous experience underwriting the acquisition or development of commercial properties, commercial loan credit analysis or investment banking training.

Experience/Skills

- **Required:** Must have at least two years of experience as an analyst in underwriting real estate
- **Desired:** Gladstone Land buys and rents farmland, so it is desired (not required) that the candidate know about farming.
- **Required:** An excellent working knowledge of financial reports in order to underwrite the viability of a tenant's operations such as non-rated business tenants and the ability to build and work with real estate financial models to calculate investment returns for the fund.
- **Desired:** Strong understanding of accounting with the ability to analyze and articulate to the team the quality of the income statement, balance sheet and statement of cash flows.
- **Required:** Excellent ability to utilize advanced Excel, and other real estate financial models.
- **Required:** Strong analytical ability.

- **Required:** Strong written and verbal communication skills.
- **Desired:** Experience conducting due diligence on commercial real estate and businesses.
- **Desired:** Knowledge of farming and farming operations.

Personal Attributes

- Uncompromising personal integrity.
- Tenacious in meeting deadlines, with a strong sense of urgency and self-management.
- Good interpersonal and communication skills. Position requires communication with management level individuals within Gladstone, banks, private equity groups, potential portfolio companies, tenants and borrowers.
- Organized and efficient, with the ability to define and manage priorities; good at figuring out and following the critical path to task completion.
- Able to adapt to differing situations and changing priorities.
- Ability to work autonomously, without significant administrative support

Responsibilities-Goals

The analyst will work with the Gladstone Land team. The analyst will take a primary role, under the Managing Director of Gladstone Land and will be expected to perform with assistance the following functions:

- Perform the real estate analysis and tenant underwriting for proposed property acquisitions for the fund.
- Create and maintain the financial models for new and existing real estate investments, including property level operating statement budgets.
- Conduct All Aspects of Due Diligence.
- Coordinate and Review Third-Party Studies.
- Prepare Reports for Investment Committee.
- Spread, analyze and review Tenant Performance.
- Assist in evaluations of properties and tenant performance.

Miscellaneous Information

- 401K Plan and Section 125 Flexible Spending Accounts
- Health, Dental, Vision, Life, STD, LTD and AD&D all fully paid for by the Company.
- Leave: Vacation, Sick and Holidays
- Some travel required

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