



Title: Associate Director, US Real Estate Equity (Hotel Group)

Department: Hotel Group

Location: LA/ Chicago / Charlotte / Boston

Barings is a global investment manager sourcing differentiated opportunities and building long-term portfolios across public and private fixed income, real estate and specialist equity markets. With investment professionals based in North America, Europe and Asia Pacific, the firm, a subsidiary of MassMutual, aims to serve its clients, communities and employees, and is committed to sustainable practices and responsible investment. Learn more at [www.barings.com](http://www.barings.com).

### *Job Summary*

#### *Primary Responsibilities*

- Asset Management:
  - Develop and maintain critical monthly, quarterly and annual portfolio, asset management and acquisition information, reports and analytics.
  - Interface with Information Technology, hotel management companies and clients as necessary to provide timely asset level and portfolio reporting and accurate database tracking
  - Provide financial/ statistical analysis on for monthly and quarterly reports as well as coordination with asset managers to complete monthly, quarterly and annual loan reporting requirements.
  - Work with asset managers to produce quarterly valuations of all hotel properties in portfolio.
  - Assist Portfolio Managers and Director / Managing Director, Hotel Group with completing the quarterly report process, including coordination and collection of data and writing/reviewing text.
  - Internal coordination with IT on annual budget process as it relates to the group and the assets in the portfolio; work with Information Technology on maintaining and enhancing budget template.
  - Support Hotel Asset Management team with analysis of market economics, regional economy, operational feasibility, and flag/manager capabilities.
  - Assist Asset Managers by reviewing key property P&L/STR information on a monthly basis.
  - Assist in coordinating and setting up “war room” for all hotel dispositions; work with Asset Managers, administrators and brokers.
  - Perform “return on investment” analysis on potential capital investment programs
- Acquisitions / Development:
  - Assist in underwriting and analyzing potential hotel acquisitions with Director and Managing Director Hotel Acquisitions/Development
  - Independently prepare initial asset level underwriting of hotel investment opportunities including detailed discounted cash flow analysis incorporating capital requirements
  - Model JV waterfalls and financing scenarios for acquisition and development projects
  - Gather and evaluate economic, demographic, and real estate market data generally and for markets targeted for investment opportunities.
  - Prepare acquisition investment briefs and related support material.
  - Provide support on acquisition site visits and acquisition takeover when necessary.
  - Provide support for acquisition financing, including detailed financial projections required by brokers and/or potential lenders.
  - Review legal and other materials as part of the due diligence process; abstract key documents.
  - Maintain up to date hotel sales transaction database and complete and up to date pipeline of investment opportunities.
  - Develop and maintain a strong professional industry network for sourcing critical industry information and sourcing potential investments

# BARINGS

## Market/Research Information Collection

- Responsible with Analyst, Hotel Group for coordination of Smith Travel Research (CoStar) information in AssetEye (monthly, weekly & quarterly) as well as Salesforce data input and integrity for pipeline
- Maintain file of key industry reports and articles to ensure Hotel Group is consistently up to date with most recent industry trends as well as an organized electronic repository of past deals reviewed

## Maintain and Further Refine financial models

- Quarterly Valuation Model
- Total Return Matrix
- Mock Liquidation Model
- Portfolio Cash Flow Model
- Debt Summary Model
- Fund Quarterly Report Models
  
- Other:
  - Work independently or with colleagues to conduct hotel loan reviews for the Barings debt origination teams, including analysis of asset level financial performance and future cash flow potential while identifying key risks.
  - Assist in preparing presentations to outside parties/clients as necessary.
  - Provide coaching/ mentorship and training for Analyst level staff in the hotel group including prioritization of Analyst work flow and review of Analyst work on financial models
  - Interface with Barings Research and Capital Markets teams on potential acquisition and financings

Other related duties as may be assigned from day to day.

## *Qualifications*

- Bachelor's Degree is required with a major in Business, Economics, Finance, Accounting or Hotel Management or a closely related field strongly preferred
- 3-5 + years of commercial real estate investment experience with a hotel focus
- 1-3 years of direct hospitality related work experience preferred.
- Strong IT, systems and computer skills (report development, PowerPoint).
- Strong knowledge and mastery of financial modeling and analysis programs (ARGUS, Excel) required.
- Prior valuation, consulting, brokerage or acquisition analyst experience strongly preferred.
- Strong analytical skills.
- Ability to understand and extract key metrics from hotel financial statements (p&l, balance sheet, cash flow reports)

## *Competencies*

- Strong analytical and reasoning skills
- Highly developed written and verbal communication skills
- Develops strong and effective relationships with all areas across the organization
- Ability to influence others and win support on critical issues
- Ability to work independently and as part of a team
- Attention to detail and the ability to work on multiple projects simultaneously
- Must have strong customer service focus
- Self-starter with a proactive approach
- Must possess a high standard of professionalism and integrity
- Ability to prioritize, multi-task and meet tight timelines consistently
- Innovative; handles complexity and issues quickly