



DIRECTOR OF ACQUISITIONS

Full-Time | Denver West Metro – Lakewood, CO | Up to 50% Travel

COMPANY OVERVIEW

Bespoke Holdings Company (BHC) is a Denver-based real estate investment management firm with a simple but non-negotiable vision: to impact and improve the lives of our business associates. We acquire underserved industrial assets in high-growth U.S. markets, deploying investor capital with a long-term ownership mindset. We always have skin in the game. We co-invest in every property we acquire and structure the majority of our compensation to be performance-based, because we believe alignment isn't a feature; it's a foundation.

We're a lean, high-conviction team built on trust, integrity, and transparent communication. We've raised and deployed over \$50 million in equity across three active Funds, and we're building toward the next milestone. This is not a transactional role at a faceless institution. This is a seat at the table of a growing firm where your investment opportunities shape the portfolio, your relationships define the pipeline, and your contribution is directly visible and directly rewarded.

A DAY IN THE LIFE

The Director of Acquisitions is a principal-level role responsible for driving the full investment lifecycle, from opportunity identification through closing and asset management. Each day is oriented around sourcing and evaluating industrial real estate opportunities across target markets, cultivating broker and owner relationships to access off-market opportunity flow, and advancing active investments through underwriting, negotiation, and closing. This role also requires direct engagement with the Investment Committee, seller counterparties, and capital partners, contributing meaningfully to how the firm deploys capital and grows its portfolio.

This is a high-ownership position on a lean, high-conviction team. The Director exercises independent judgment in evaluating investment opportunities, structuring transactions, and managing assets through the hold period. Economic participation is direct with compensation structured to reflect the performance of every investment product sourced and managed. Candidates who are experienced acquisitions professionals seeking principal-level responsibility, performance-based upside, and the opportunity to contribute to an entrepreneurial, growing platform will find this role to be an exceptional fit.

PRIMARY RESPONSIBILITIES

INVESTMENT SOURCING & UNDERWRITING

- ▶ Proactively identify, evaluate, and prioritize industrial investment opportunities aligned with the firm's target return thresholds (development and in-place assets).
- ▶ Lead all facets of the acquisition process — from initial outreach and opportunity screening through contract negotiation and investment committee presentation — with discipline and strategic awareness, balancing risk and return throughout.
- ▶ Collaborate with the Financial Analyst and team to produce rigorous investment underwriting models and preliminary financial analyses.
- ▶ Prepare Investment Committee Memoranda to support due diligence approval, presenting findings clearly to senior stakeholders.
- ▶ Create, own, and execute the full business plan for each acquired asset, including leasing strategy, capital improvement plans, and disposition.
- ▶ Coordinate with brokers, owners, lenders, legal counsel, and equity partners throughout the transaction lifecycle.

ASSET MANAGEMENT

- ▶ Oversee all asset management functions for properties within assigned target markets, ensuring performance in line with underwritten projections.
- ▶ Coordinate and support due diligence efforts in collaboration with internal and external team members as required.
- ▶ Work closely with the property management and construction management team during the hold period to drive value and execute the business plan.

RELATIONSHIP MANAGEMENT & CAPITAL DEVELOPMENT

- ▶ Develop and maintain strong relationships with commercial brokers, property owners, and service providers across target markets.
- ▶ Assist with capital development efforts to support current and future funding requirements, sustaining productive relationships with key investors and stakeholders.
- ▶ Contribute to the firm's quarterly investor newsletters and other investor communications.

OPERATIONAL EFFICIENCY

- ▶ Identify and implement process improvements that increase efficiency across acquisitions, capital development, and investor reporting functions.



QUALIFICATIONS

EDUCATION

- ▶ Bachelor's degree in Business, Finance, Economics, or a related field strongly preferred.
- ▶ Advanced degree (MBA or equivalent) not required but preferred.

EXPERIENCE

- ▶ Minimum of five years of experience in commercial real estate brokerage, investment acquisitions, or financial analysis.
- ▶ Demonstrated experience in direct sales or business development.
- ▶ Thorough understanding of real estate underwriting, valuation methodologies, and investment structuring.

SKILLS & COMPETENCIES

- ▶ Exceptional written and verbal communication skills, with ability to convey complex financial information to diverse audiences.
- ▶ Strong financial modeling and analytical capabilities.
- ▶ Self-directed and highly motivated, with demonstrated ability to manage competing priorities and meet deadlines.
- ▶ Collaborative team player who excels within small, entrepreneurial organizations.
- ▶ Intellectually curious, creative thinker with sound critical judgment.
- ▶ Unimpeachable integrity and a strong commitment to ethical conduct.

COMPENSATION & BENEFITS

Bespoke Holdings offers a competitive base salary commensurate with experience, structured to evolve toward performance-aligned variable compensation over time. Directors receive direct economic participation in the investment products they source and manage.

Total compensation range: \$125,000–\$350,000

BENEFITS PACKAGE

- ▶ Comprehensive Health, Dental, and Vision Insurance (effective after 30 days)
- ▶ Health Savings Account (HSA) with employer contribution; dependent HSA available
- ▶ 401(k) with generous employer matching
- ▶ Generous Paid Time Off accrual from date of hire
- ▶ Paid time off for charitable volunteer work & matching charitable gift program
- ▶ Professional development assistance and tuition reimbursement
- ▶ Relocation assistance available