

# Managing Real Estate Broker in Training

On behalf of our client, Seraph Strategies is seeking an experienced and driven real estate professional to join a team as a Managing Broker in training. In this key leadership role, you will oversee the office's operations and growth while cultivating a positive and inclusive culture that empowers agents to succeed.

## About the Organization

This is an independent, locally owned real estate firm that defines itself by its full-service, relationship-driven approach and deep commitment to providing exceptional experiences for buyers and sellers. They enthusiastically provide education and consulting to individuals and families across all socioeconomic backgrounds, including assisting with long-term planning to help their clients achieve their real estate goals.

## This role would be a great fit if...

- You are a real estate professional and have the ability to obtain, or already have a broker's license
- You would like to have a balanced schedule within typical business hours
- You have a passion for doing what is in your client's best interest and strive to make homeownership accessible to those you work with
- You enjoy a relaxed yet accountable workplace where you can be yourself
- You prefer an environment that doesn't require formal business attire
- You have a background in teaching, mentoring, coaching, or leading teams

## Responsibilities:

- Provide comprehensive consulting services to individuals and families across diverse socioeconomic backgrounds on real estate transactions, market trends, and industry best practices.
- Develop and implement effective sales strategies that align with our company's "work by referral" model, ensuring a steady stream of business while maintaining a balanced work schedule.
- Lead agent recruitment efforts, conduct interviews, and make hiring decisions to build a strong and talented team of real estate professionals.
- Foster a collaborative and supportive office environment that promotes continuous learning, professional development, and a positive work-life balance.
- Ensure compliance with all relevant local, state, and federal real estate regulations and guidelines.
- Maintain strong relationships with industry partners, vendors, and community stakeholders to facilitate seamless transactions and identify new business opportunities.
- Maintain escrow accounts, ensuring proper handling and disbursement of funds
- Act as a mediator between agents, clients, and other parties involved in real estate transaction

## Requirements

- A real estate broker's license in good standing or the ability to obtain one within four months of hire
- Proven track record of success in real estate sales, with a minimum of 5 years of experience in the industry
- Exceptional communication and interpersonal skills, with the ability to effectively convey complex information to diverse audiences
- Demonstrated commitment to inclusivity, cultural competency, and exceptional client service
- Strong leadership and people management skills, with the ability to mentor and motivate a team of professionals
- Proficiency in using G-Suite, spreadsheets, databases, and other industry-specific tools such as TransactionDesk.
- Desire to teach, support, and empower others in their real estate careers
- Experience working in a role where analytical skills were necessary for success
- Must be located in or around Richmond or Charlottesville areas
- Valid driver's license and reliable transportation

## Compensation

This is a contract-to-hire position with a base salary of \$65,000 per year plus commission. After hire, the added commission structure is profit sharing of 15% of the first sale of a newly recruited agent's commission, 20% for seller or buyer leads referred to the firm, and 5% of subsequent sales for existing agents.

## Directions to apply

Please fill out [this form](#) and attach your resume and cover letter. In your cover letter, please include your experience serving your community and/or your experience working with diverse groups.

We are accepting applications on a rolling basis.

\*References are not required at this time; however, we will check 3 references at the final stage of the process.

**This is an equal opportunity employer committed to fostering a diverse and inclusive workforce. We celebrate diversity and are dedicated to creating an environment where all employees feel valued, respected, and empowered to succeed. We do not discriminate on the basis of race, color, religion, creed, national origin, ancestry, sex, age, physical or mental disability, veteran status, genetic information, sexual orientation, gender identity, marital status, or any other legally protected characteristic. All qualified applicants are encouraged to apply and will receive consideration for employment without regard to any of these factors. This statement affirms our commitment to providing equal employment opportunities for all individuals while promoting a diverse and inclusive workplace.**