



Job Description: Commercial Appraiser

Job Purpose:

The Commercial Appraiser at Keystone is responsible for delivering credible, well-reasoned valuation reports that reflect both technical precision and a deep understanding of market dynamics. Through thoughtful selection of comparables, clear and defensible analysis, and client-centered communication, this role supports our mission to bring clarity and confidence to every commercial real estate decision. Ideal candidates are sharp thinkers, strong communicators, and collaborative professionals who take pride in producing work that stands up to scrutiny and reflects the high standards Keystone is known for.

Job Duties:

- Work closely with a supervisor to complete commercial appraisal assignments
- Utilize subject matter expertise to assemble and verify comparable properties
- Compare and analyze trends at the local and national level to properly generate the best comparables for property valuation
- Complete Data entry and maintain excellence report files
- Utilize the three approaches to value, with special emphasis on the sales comparison approach and income approach, to derive at the subject property's fair market value
- Provide status updates of appraisal projects, including timely software entries
- Take appraisal classes and engage in other learning opportunities
- Stay aware and educated on macro and micro industry trends within commercial real estate
- Actively participate in team meetings, collaborative discussions, and innovation initiatives to support continuous improvement and shared success

Required Qualifications:

- Bachelor's degree from an accredited four-year college or university
- Successful completion of the 90-hour appraisal trainee curriculum
- State specific appraisal trainee license

Preferred:

- Certified General (CG) licensure is preferred for this position

Skills & Abilities:

- Strong analytical abilities
- Excellent written and verbal communication skills
- Excellent time management and organization skills, as well as the ability to execute on multiple projects with overlapping timelines
- Proficient in Microsoft Word and Excel
- Demonstrated integrity, respect, teamwork, innovation, and excellence in all work areas

Why Keystone:

Keystone offers a flexible hybrid work environment that balances remote focus time with in-person collaboration. We provide competitive salary ranges and prioritize continuing education, offering resources and support for professional growth at every level. Our team regularly connects through casual lunches, team outings, and seasonal events that make it easy to build strong working relationships. At Keystone, we value quality work, steady improvement, and a culture where people enjoy working together.