

WCAI Job Posting

Company: Steigerwaldt

Location: Tomahawk, WI

Position: Certified General Appraiser

Job Description:

WHO WE ARE

Steigerwaldt Land Services, Inc., is a full-service resource solution company, offering a wide range of appraisal, analysis, real estate, right-of-way, environmental, and forestry services to our clients in the Lake States region and beyond. Founded in 1957, Steigerwaldt is a third-generation, family owned and operated company with history and experience spanning more than 60 years. Steigerwaldt employs a staff of over 50 people, with offices in Tomahawk and Hayward, Wisconsin; and Negaunee, Michigan.

Becoming a member of Steigerwaldt is more than just an opportunity to follow your passion in appraisal. It is an opportunity to be a part of an organization that fosters professional growth, nurtures your talent, and allows you to take ownership of your career path. A strong sense of brand, culture, and values define our company and our team. Our office culture is one that values synergy in the office and in the field.

Steigerwaldt creates a transparent and inclusive environment that involves you in team decision-making, cross-department learning, career path exploration, and hands-on experiences for you to grow your breadth of knowledge.

If this sounds like the supportive, passion-driven, professional environment you will thrive in, please apply to join our team. We are currently seeking a full-time Real Estate Appraiser at our Tomahawk office location. This is considered a mid to senior-level position. A Certified General Appraiser license and 5+ years' appraisal of experience is required.

WHAT YOU WILL DO

This position resides in our Analytics, Valuation, and Technology Solutions Division and will support daily operations and projects in the Appraisal department. Responsibilities include, but are not limited to:

- Individually complete a variety of appraisal assignments
- Provide expertise and guide team member appraisal efforts
- Be an internal review appraiser
- Other duties as assigned

WHO YOU ARE

You are a supportive and reliable team member that engages in building a great team and work culture. You are driven and motivated to be a part of a successful team and provide high-quality service and results. You show persistence, tenacity, and grit every day, through tough conditions and deadlines with energy and enthusiasm. You are curious and open-minded in exploring solutions and opportunities. You are a caretaker of resources, people, and company. You thrive working in a fast-paced, highly driven environment and can adapt quickly to changing conditions and priorities.

- Functional & Technical Expertise – Effectiveness at gaining, maintaining, and sharing functional expertise related to the role in the organization, including the specific knowledge, skills, and abilities spelled out in the job description and the incorporation of new technologies for competitive advantage.

- Integrity & High Standards – Effectiveness at maintaining the highest ethical and professional standards and company values while building and maintaining trust through transparency, dependability, and consistency, admitting, and correcting mistakes, and promoting high integrity in others.
- Drive & Initiative – Effectiveness at establishing, pursuing, and attaining stretch goals and an ambitious workload that drive the mission in a way that is vigorous, enthusiastic, persistent, positive, internally motivated, and fast paced.
- Problem Solving – Effectiveness at predicting problems inside and outside of the specified role, recommending solutions that are logical, timely and creative, and taking corrective action in the purview of the role and/or coordinating with others when problems cross role and team boundaries.
- Adaptability – Effectiveness at coping with changing priorities, alterations in workflows and overcoming unexpected barriers while demonstrating a learning mindset, growing from adversity, and recommending changes for the betterment of the organization.
- Communication – Effectiveness in both verbal and written expressions of ideas in a clear, concise, and grammatically correct manner, ensuring that all messages are both professional and precise in all media while proactively fostering two-way communications with colleagues and customers.
- Interpersonal Savvy – Effectiveness at interacting respectfully and positively with colleagues, outside partners, and audiences, demonstrating and developing emotional intelligence, being approachable, earning likeability, seeking to understand differences of opinion and perspective, disagreeing respectfully, and solving conflict proactively.
- Teamwork – Effectiveness at working on a team, not just as an individual contributor, by proactively engaging with team members, sharing resources, responding to requests, providing data and ideas, collaborating on tasks and projects, delivering on promises dependably, and actively helping others achieve their individual goals as well as overall team goals.
- Customer Service – Effectiveness at building and maintaining customer relationships by finding and attending to customer needs and expectations within company parameters, reporting up customer needs and expectations, and delighting customers with the results they get and how they are achieved.
- Work Management – Effectiveness at getting and staying organized, planning the work on the immediate horizon, staying focused on the highest priorities, using essential technologies, generating documentation, meeting goals and deadlines, using time and all resources efficiently, and following policies and procedures.

PREFERRED SKILLS

- Licensed as a Certified General Appraiser with 5+ years' experience appraising a variety of property types including vacant, improved, rural, residential, and commercial properties.
- Experienced in appraising utility and conservation easements and acquisitions.
- Thoroughly knowledgeable of all appraisal approaches and work required to meet USPAP and USFLA appraisal standards.
- Experienced working with attorneys and providing expert witness and litigation related work to support appraisals.
- Ability to work with defined appraisal report formats but adjust accurately and efficiently to unique appraisal assignments.
- Ability to travel and conduct overnight work away from the Tomahawk office – travel can be up to 25 percent (±). *Appraisal assignments may require travel away from the office for up to a week at a time.*
- Experience with ESRI GIS software and GIS mapping principles and mobile digital technologies.

- Proficient with Microsoft Word and Excel and other computer technologies and software in place at a technologically forward appraisal and consulting business.
- Current valid driver's license with personal vehicle suitable for appraisal work (mileage is reimbursed).
- ATV and snowmobile certifications.
- A team player who is confident, respectful, curious, flexible, and able to work with other professionals in a growing, successful, and respected business.

WORK ENVIRONMENT

At Steigerwaldt, we offer a Remote-Friendly Hybrid Work Model for our staff. Remote and hybrid working environments will be considered. The position is roughly 75 percent field work and 25 percent office work.

COMPENSATION

Salary commensurate with experience.

POSTING DATE

August 23, 2023. Position will be filled within one to three months. Interviews will be scheduled throughout this time period. Expected start is dependent upon candidate availability.

CONTACT

For any hiring questions, please reach out to Travis Polinske at travis.polinske@steigerwaldt.com or 715-409-8535

Steigerwaldt is an equal opportunity employer. Women and minorities are encouraged to apply.

Compensation: Salary commensurate with experience. - \$56,638.40 to \$84,968.00

Benefits: <https://steigerwaldt.com/about/careers/>

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Required Education:

Experience: Experienced - A Certified General Appraiser license and 5+ years' appraisal of experience is required.

Contact Information: Travis Polinske at travis.polinske@steigerwaldt.com or 715-409-8535