

Financial Analyst

Pebblebrook Hotel Trust (NYSE: PEB)

Build Your Career at the Intersection of Real Estate, Finance, and Hospitality

Are you looking for more than a traditional analyst role? At Pebblebrook Hotel Trust, you'll gain hands-on experience with some of the most iconic lifestyle hotels in the United States while working alongside industry leaders in investments, asset management, corporate strategy, and investor relations.

Our analysts are not confined to spreadsheets. They work directly with senior leadership to assist with driving the value of a portfolio worth \$5 billion. If you're intellectually curious, highly analytical, entrepreneurial, and eager to make an impact from day one, we want to hear from you.

About Pebblebrook Hotel Trust

Pebblebrook Hotel Trust (NYSE: PEB) is a publicly traded hotel real estate investment trust (REIT) and the largest owner of urban and resort lifestyle hotels and resorts in the United States. The Company owns 43 hotels and resorts, primarily investing in upper-upscale, full-service properties located in major U.S. markets. Pebblebrook is known for its opportunistic investment strategy, including redevelopment, repositioning, and value-creation initiatives that unlock the full potential of high-quality hospitality assets.

Learn more at www.pebblebrookhotels.com and follow **@PebblebrookPEB** on X.

About Curator Hotel & Resort Collection

In 2020, Pebblebrook launched **Curator Hotel & Resort Collection**, an independent hospitality platform designed to help independent hotels compete and thrive through access to best-in-class technology, services, vendor partnerships, and operating solutions.

Curator currently includes **86 member properties**, including **29 Pebblebrook-owned independent hotels**. Analysts may have opportunities to collaborate with the Curator team on strategic projects and initiatives, gaining exposure to an innovative and rapidly growing hospitality platform.

Learn more at www.curatorhotelsandresorts.com.

The Opportunity

Financial Analysts join Pebblebrook as part of a highly collaborative and entrepreneurial team focused on maximizing the value and performance of our hospitality portfolio.

Analysts are typically hired into **Asset Management**, where they develop a deep understanding of hotel operations, real estate fundamentals, financial analysis, and portfolio management. As careers progress, opportunities may arise to transition into **Investments** or **Corporate Strategy, Finance & Investor Relations**, providing a unique platform for long-term professional growth.

The strongest candidates possess a genuine interest in all facets of the business and a desire to continuously learn and expand their expertise.

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What You'll Do

Asset Management

Work directly with senior leadership and hotel operating teams to maximize the value of a diverse portfolio of hospitality assets.

Responsibilities include:

- Preparing monthly financial and operating performance reports for each assigned hotel
- Analyzing hotel operating results and key performance metrics to provide recommendations for performance improvement
- Participating in monthly operations reviews with senior executives and hotel management teams
- Assisting with capital investments, renovations, repositionings, and redevelopment projects
- Managing portfolio-level reporting used in quarterly earnings releases and other recurring reporting requirements
- Developing financial projections, valuation analyses, and ROI models
- Supporting lease administration, franchise agreements, management agreements, and related contractual matters
- Calculating management fees, franchise fees, and ground rent obligations
- Conducting benchmarking analyses to identify financial improvement opportunities
- Reviewing annual operating, capital, and marketing budgets
- Preparing annual budget presentations and participating in portfolio planning meetings

Specialized Portfolio Opportunities

As analysts develop within the organization, they may take ownership of high-impact initiatives that span the entire portfolio.

Financial Systems & Reporting

- Lead enhancements to portfolio reporting tools and dashboards
- Develop AI-enabled workflows to automate recurring deliverables
- Support account-mapping governance and USALI/chart-of-accounts transitions
- Improve reporting accuracy and efficiency across the organization

Portfolio Optimization

- Support portfolio-wide energy, utilities, and sustainability initiatives
- Evaluate vendor partnerships and emerging technologies
- Identify operational efficiencies and cost-saving opportunities
- Participate in technology pilots involving AI, automation, and robotics

Revenue Strategy

- Partner with revenue leadership on forecasting and performance analysis
 - Build and automate recurring reporting processes
 - Validate property and market data
 - Develop AI-driven analytics to support revenue optimization initiatives
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Investments

Gain exposure to institutional real estate transactions and capital allocation decisions.

Responsibilities include:

- Evaluating hotel acquisition opportunities through detailed financial modeling and investment analysis
- Developing pro forma projections, sensitivity analyses, and return assessments
- Supporting potential asset dispositions and strategic alternatives
- Preparing investment memoranda for executive and Board review
- Conducting market research and industry analysis
- Assisting with due diligence and transaction execution
- Managing financial tracking, reporting, and lease administration for the Company's retail tenant portfolio
- Coordinating with property managers, legal counsel, brokers, and tenants on leasing activities

Corporate Strategy, Finance & Investor Relations

Contribute to the strategic initiatives and public market activities of a leading hospitality REIT.

Responsibilities include:

- Supporting quarterly earnings and financial reporting processes
- Assisting with communications to investors, analysts, and other stakeholders
- Preparing investor presentations, roadshow materials, and Board presentations
- Maintaining and enhancing the Company's REIT valuation model
- Conducting peer benchmarking and macroeconomic research
- Supporting debt and equity capital market transactions
- Preparing press releases, investor communications, and presentation materials
- Maintaining investor relations content on the Company website
- Responding to investor information requests
- Assisting with the Company's annual Corporate Sustainability Report (CSR)

Qualifications

Education

- Bachelor's degree required
- Preferred fields of study:
 - Finance
 - Real Estate
 - Accounting
 - Business Administration
 - Hospitality/Hotel Management
 - Related disciplines

Preferred Experience

- Prior experience in real estate, hospitality, finance, investment banking, consulting, or related fields
- Strong academic performance
- Experience with financial modeling and quantitative analysis

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Skills & Attributes

Successful candidates will demonstrate:

- Strong analytical, financial modeling, and data analysis capabilities
- Advanced proficiency in Microsoft Excel and PowerPoint
- Comfort leveraging AI tools such as ChatGPT and Claude to improve workflows and productivity
- Outstanding written, verbal, and presentation skills
- Excellent attention to detail and organizational abilities
- Ability to communicate effectively with internal and external stakeholders, including senior executives
- Strong problem-solving and critical-thinking skills
- Ability to manage multiple priorities and meet demanding deadlines
- A collaborative mindset combined with the ability to work independently
- Genuine curiosity about asset management, investments, corporate finance, and hospitality real estate

Compensation & Benefits

Pebblebrook offers a highly competitive compensation program designed to reward performance and long-term commitment.

Our analyst compensation structure includes:

- Competitive base salary
- Annual performance-based bonus opportunity
- Three-year completion bonus program

In addition, employees are eligible for:

- 401(k) participation
- Comprehensive health and wellness benefits
- Professional development opportunities
- Direct exposure to executive leadership
- Long-term career growth within a leading public REIT

Why Pebblebrook?

- ❖ Work directly with senior executives and company leadership
- ❖ Gain exposure to asset management, investments, and corporate finance
- ❖ Influence real-world investment and operating decisions
- ❖ Develop advanced analytical, modeling, and AI-driven business skills
- ❖ Collaborate within a high-performance, entrepreneurial culture
- ❖ Build a career with one of the premier hospitality real estate platforms in the country

Join Us

If you're passionate about finance, real estate, hospitality, and problem-solving, Pebblebrook offers an exceptional opportunity to launch and accelerate your career while making a meaningful impact from day one.