



## STAFF APPRAISER

Are you interested in keeping the flexibility of field appraising, but also looking for the stability and benefits of a full-time position? Consider joining the Dart team as a staff appraiser! Our staff appraisers are full-time, W2 employees eligible for the same benefits as our office staff, as well as additional benefits supporting your licensure.

### DART EXPECTATIONS OF STAFF APPRAISERS:

- Complete a background check for staff appraiser eligibility
- State licensed and/or certified
- We cannot accept limited licensure for staff appraiser positions
- Work qualified orders efficiently and quickly
- Review your reports for quality control issues prior to report submission to Dart
- Minimum of 5 appraisal reports/week
- Exclusively work for Dart Appraisal - provide regular status updates on open orders

### STAFF APPRAISER BENEFITS:

- Manage your own schedule
- Staff appraisers are given priority for local orders they are qualified to service
- Split fee structure for standard orders (Super jumbo orders you would quote)
- Benefits include medical, dental, vision, disability and life insurance, plus 401k plan with employer match (after 90 day intro period)
- Generous paid time off package, including national holidays (after 90 day intro period)
- Dart Appraisal pays tax withholdings for income tax
- Employer paid portion of FICA
- Paid bi-weekly
- Under Dart Appraisal E&O Umbrella as an employee (you may still want to maintain your E&O to cover your appraisals prior to becoming a staff appraiser)
- Dart Appraisal will pay licensing, continuing education and MLS fees

### INTERESTED IN APPLYING?

Contact Liz Harry, Staff Appraiser Recruiter, at 248.244.1003 or [lharry@dartappraisal.com](mailto:lharry@dartappraisal.com). You can also visit [www.dartappraisal.com/staffappraiser](http://www.dartappraisal.com/staffappraiser) for more information.



## CORE VALUES

Dart Appraisal's five core values are the cornerstone of our company. To ensure our commitment to superior customer service, the management team at Dart has instilled a culture that places an emphasis on innovative technology and providing clients with a differentiated experience.

Dart's business model has created an ideal blend of people, process and technology with people being the most critical element. Team members regard all client communication and interactions as an opportunity to exemplify the company's five core values:

### **SENSE OF URGENCY**

Crucial to the success of Dart's ideology is the significance of timing while maintaining the highest standards for accuracy and quality. The company's process is built on driving orders through the prescribed tasks within the approved durations.

### **DIG DEEPER**

Dart differentiates itself from its competition by diligently researching open issues or questions that delay orders. This approach has resulted in a fact-finding culture that places an emphasis on quality, the results of which are demonstrated in timely performance and quality product.

### **POSITIVE ATTITUDE**

Attitude is the most important characteristic Dart's management team evaluates when bringing on new team members. While attention to detail and task follow through skills are critical, attitude is the company's top criteria.

### **CUSTOMER FOCUSED**

Our success is based first and foremost on the development of strong, long-term partnerships with our clients. The staff at Dart Appraisal takes the customer's perspective when approaching any task. This approach allows team members to better anticipate our clients' needs and become true customer advocates.

### **CONTINUOUS IMPROVEMENT**

"You can always be better tomorrow than you were today," is the mindset behind our Continuous Improvement core value. Team members are encouraged not to simply accept the status quo, but to make suggestions on how to improve efficiency through processes and procedures.