

CRE ROLES IN FOCUS

Bullpen

ACQUISITIONS

COMPENSATION AND HIRING GUIDE
JANUARY 2026





FORWARD

Entering 2026, the landscape for commercial real estate acquisition professionals presents a mixed bag of challenge and opportunity.

In the near term, market headwinds and reduced near-term acquisition activity means employers have more bargaining power—for now. In early 2026, we expect acquisition activity will warm up. As CRE firms begin planning for future activity, the mid-term outlook for acquisition hiring is getting brighter.

In this report we're sharing our compensation guidance for commercial real estate acquisitions professionals by seniority level and geography. We're also answering a number of the most common questions we receive from both employers and acquisition professionals.

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COMPENSATION TABLES**NEW YORK CITY**

Role	Base	Bonus	Participation
Analyst	\$90-\$125k	20-40%+	None
Associate	\$125-\$175k	30-60%+	Very Rare
Director	\$170-\$225k	50-90%+	Rare
Vice President	\$200-\$350k	75-100%+	Common
Head of Acquisitions/CIO	\$300-\$600k+	100%+	Very Common

LOS ANGELES, CHICAGO, DALLAS, MIAMI, SAN FRANCISCO

Role	Base	Bonus	Participation
Analyst	\$70-\$100k	20-40%+	None
Associate	\$100-\$140k	30-60%+	Very Rare
Director	\$150-\$180k	50-90%+	Rare
Vice President	\$180-\$250k	75-100%+	Common
Head of Acquisitions/CIO	\$200-\$500k+	100%+	Very Common

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HIRING FAQs

How are acquisition bonuses looking this year?

While every firm's performance is different, most acquisition professionals are expecting to receive a bonus haircut in 2026 - anywhere from 25-50% less than target.

How common is relocation assistance?

Relocation assistance is seldom a consideration for acquisition hires. The one exception is smaller firms located in tertiary or smaller markets where top talent may have to be imported from a larger city. Even then, a relocation allowance is not guaranteed.

Interview questions

Associate-level and SVP-level candidates need to be held to different expectation levels, but strong answers to the questions below are indicative of high competency.

Technical

- "What is your experience in this geography?"
- "How do you stay abreast of new opportunities and trends?"

Behavioral

- "Tell me about your most recent failure and what you learned from it."
- "How do you reflect the values of our team?"
- What motivates you?
- How do you manage sideways and upward when joining a new team?

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