



**Zachary Rivas**  
Acquisitions Associate  
TruAmerica Multifamily  
Multi Housing Initiative Council Representative

**How did you find your way into the industry?** I was fortunate enough to grow up around the multifamily industry and took to it passionately during my years in college. I have been in the industry since my sophomore year in college and have not looked back. I feel very fortunate to have found a career I very much enjoy.

**What advice would you give to an emerging young leader just starting their professional career?** Find the product type that most interests you. Go all in. The world is complex, become an expert in one product type.

**What traits do you think define a successful leader?** Empathy and Assertiveness

**What is your current job and what types of projects are you working on now?** Acquisitions Associate at TruAmerica Multifamily. My responsibilities lie with being the primary contact for Las Vegas and Phoenix and secondarily supporting California. We are in process of identifying both value-add and core apartment communities in those markets TruAmerica Multifamily is a partnership that was founded in July 2013 between industry veteran Robert E. Hart and The Guardian life Insurance Company of America. The company is based on the premise that tremendous upside potential remains in mid-tier apartment communities that can be unlocked through tailored renovation, repositioning strategies, and focused management. TruAmerica Multifamily is a privately held, fully integrated, real estate investment firm that invests in apartment communities located in premier markets in the Western United States. We continue to grow by selectively acquiring, redeveloping and effectively managing multifamily properties.

**What do you find most challenging about your profession on a day-to-day basis?** Identifying assets with attractive yields.

**What are you looking for in terms of career development - OR In what areas would you like to professionally develop further?** Transaction volume is what I see as being the most valuable aspect of career development. The more transactions I participate in and the more people I interact with, the more valuable I am to others. I will be more equipped to cross any hurdle that may inevitably arise in a real estate transaction.

**Describe a situation that was a great learning experience.** The biggest learning experience in my career was my entire first year coming out of college. Work has proved to be very different than school in many ways. Humility played a big role in that, and accepting the help and guidance of others was something that took time, and turned out to be one of the most valuable lessons I have learned to date.

**How do you deal with stress at work?** Avoid caffeine at all costs. Chamomile tea and the idea of what really matters in life are both grounding factors.