



**Job Title:** Chief Credit Officer

**Location:** Mankato

**Posting Date:** March 11, 2025

### **About the job**

First National Bank Minnesota is a full-service financial institution headquartered in St. Peter, Minnesota, with banking offices in Mankato, St. Peter, Gaylord, and Belle Plaine. Through the four banking offices, we serve nonprofit organizations, businesses, agriculture, and individuals with a combination of responsive, personal service, and high-quality products.

First National Bank Minnesota is committed to its employees. We look for individuals who will be dedicated to providing value and superior service to our customers. We recognize that our employees add value to every transaction and encounter with our customers, and it is our employees who give us this distinct competitive advantage. Our employees are our treasured resource!

People apply at First National Bank Minnesota to find a challenging job. Employees stay at First National Bank Minnesota because our culture of dedication, celebration, and teamwork ignites their passion to grow and succeed in their career.

*Independent Community Bank leadership and experience is an absolute prerequisite for this position.*

### **Job Summary**

This position is responsible to lead departmental teams, streamline communications, and unite people across the organization towards the bank's strategic vision. The CCO is responsible for establishing an appropriate credit underwriting, analysis, and processing culture commensurate with the risk tolerance indicated by the Director's Loan Committee. Also responsible for efficient and effective credit department operational functions. The position reports directly to the President/CEO and supports the organization by serving as the chief liaison between the President/CEO and the credit department. This role will require a detailed understanding of measurements and metrics used to drive a successful and a risk-based organization that is scalable, technology focused, customer-centric organization, and an ability to engage and elevate teams to new levels of performance.

## **Essential Duties and Responsibilities**

### **Supervisory Responsibilities:**

- Participate and engage as a member of the Bank's Leadership Team.
- Oversee the full range of managerial duties for the loan review, compliance, collections, and credit analysis functions including adherence to policies and practices of the organization.
- Provide assistance and guidance to lenders related to credit evaluation and presentations as well as with policy and underwriting concerns.
- Lead both the Lender's Loan and Director's Loan Committees.

### **Key Activities:**

- Examine files for assurance of credit and collateral documentation, regulatory compliance, and loan policy conformance.
- Responsible for managing select employees within the credit administration department.
- Assess the performance of problem loans and work with borrowers and the responsible lender to create appropriate workout strategies for those particular loans.
- Exercise judgment and make decisions to accept or reject loans based on the risk of loan applicants by analyzing the applicant's credit history and collateral value.
- Negotiate terms and structure loan financing based on risk considerations and present credits for approval to the appropriate levels of authority as required.
- Analyze and interpret credit department reports to be presented to the Board of Directors, and/or related committee on a monthly basis.
- Responsible for managing the Allowance for Credit Loss (ACL) process.
- Understand regulatory expectations related to credit administration.
- Create strong customer relationships with on-going customer contact, and superior product knowledge.

### **Decision Making Responsibilities:**

- Leads the Credit Operations of the Bank. With the assistance of HR, manages all aspects of personnel either directly or indirectly. Works closely with the President/CEO to ensure the Credit Department's direction supports the company's strategic goals. Responsible for ensuring security measures are in place and contingency plans are developed and all decisions should be made in line with the risk tolerance established from time to time.

### **Job Skills and Qualifications:**

To perform this job successfully, the individual must perform each essential duty satisfactorily. The requirements below represent the required knowledge, skill, and/or ability. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

- Minimum Bachelor's Degree in Finance, Business, or related field.
- Formal credit training with minimum of 10 years' experience in lending.
- Must have a minimum of 5 years of senior management level of experience.

- Ability to respond to common inquiries from external clients, regulatory agencies, and employees.
- Advanced knowledge of related state and federal banking compliance regulations and other Bank operational policies.
- Intermediate to advanced computer terminal and computer operation skills, including Office 365 and common core banking and ancillary systems.
- Advanced math skills
- Excellent verbal, written, interpersonal, communication, and relationship-building skills.
- Ability to deal with situations involving multiple facets and variables in non-standardized cases.
- Strong organizational and time management skills.
- Must have effective leadership and administrative abilities.
- Must know the communities within our markets and its financial needs, economic and competitive environment, Federal monetary system, and all Federal and State banking regulations.
- Must have analytical, decision-making, and problem-solving skills.
- Balance multiple tasks and projects simultaneously within a limited time frame.
- Be obliged to instruct, assign new work, maintain standards, allocate personnel, review work, coordinate activities, plan work for others, and act on employee problems.
- Should have a well-developed consultative approach - including the ability to lead complex business initiatives and collaboratively partner with all levels.
- Must have a strong appreciation for culture in a value-driven organization utilizing the EOS format and concepts throughout the organization.
- Must be a systems thinker, able to thrive in an environment of ambiguity while guiding stakeholders through a shared decision-making process, reconciling disparate perspectives to develop cohesive strategies.
- Travel between First National Bank Minnesota offices will be required.
- Attendance at and travel to/from approved Industry, Bank Trade group, and community events and conferences, including training opportunities, will be expected.
- Must be able to pass background screenings.
- Mental Demands must accommodate reading documents or instruments, detailed work, problem-solving, customer contact, reasoning, math, language, presentation, verbal and written communication, analytical logic, stress, multiple concurrent tasks, and constant interruptions.

**Salary Range:** \$125,000 – 175,000 annually depending on years of experience and credentials

**Benefits:**

- PTO
- Health, dental, and vision insurance
- HSA match program
- Disability Insurance
- Life Insurance
- 401 (k) match program
- Paid holidays

*First National Bank Minnesota is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to: race, color, religion, sex, national origin, age,*

*pregnancy (including childbirth, lactation and related medical conditions), mental or physical disability, and veteran status or any other classifications protected by federal, state or local law.*