

Position: Chief Financial Officer

Industry: Community Bank

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Background

Our client is a nationally chartered, OCC regulated community bank that was originally organized in 1903. The bank has enjoyed strong growth and financial performance since its founding, expanding to its present asset size of \$600 million in total assets and seven retail banking locations in Northumberland and Snyder counties. The bank also has Wealth Management and Trust Services with assets under administration in excess of \$150 million.

Position Summary

This position represents an outstanding opportunity for an experienced community-banking professional to join a well-respected organization. The successful candidate must have the experience and capabilities to guide the Finance/Accounting function and serve as a trusted advisor to the Chairman/Chief Executive Officer and the Board of Directors.

Position Scope

The Chief Financial Officer is responsible to provide strategic leadership in the management of the accounting, cash management, financial reporting and planning, and capital funding functions for the organization in a safe and sound manner designed to meet the bank's growth objectives.

The individual will also be committed to a high standard of performance and will provide day-to-day financial expertise and support across the organization to support its strategic mission, vision, and goals.

Position Responsibilities

- Partners with the Chief Executive Officer and Executive Management, interacts regularly with the Board of Directors to formulate and implement financial strategies, policies, and programs.
- Manages the bank's finance-related activities, including, Financial Management and Reporting, Planning/Budgeting/Forecasting, Investment Portfolio/Treasury Management, Investor Relations, Capital/Liquidity, Interest Rate Risk Management, Tax Management and Merger & Acquisition Analysis.

- Directly manages one direct report (Vice President of Finance with three direct reports – Controller and two Accountants) and supervises the Finance/Accounting business unit.
- Leads the management of Allowance for Loans and Leases. Works collaboratively with credit management to actively manage these reserves to ensure they are consistently reasonable and meet all accounting, legal and regulatory requirements.
- Serves as a member of Executive Management, including providing leadership for all aspects of the Bank. This includes working closely with the supporting initiatives to ensure compliance with all laws, regulations and internal policies and procedures.
- Leads the establishment of the annual budget and business plan of the company, including revenue, expense, operating, and capital spending budgets.
- Ensures management accounting tools are being utilized effectively to measure, track, and monitor Product and Product Line Profitability. Works with Department Heads to promote decision-making based on credible information provided by the management accounting function.
- Ensures that the Chief Executive Officer and Board of Directors are provided accurate, timely, and relevant information on the financial performance of the bank.
- Establishes an optimal capital structure for the bank. Minimizes the cost of capital, while maintaining appropriate regulatory capital ratios and financial flexibility.
- Provides day-to-day leadership and management for the Finance/Accounting Group, ensuring that it is properly organized, staffed, developed, motivated, and compensated.
- Serves as an active member and participant of various Management Committees such as the Asset/Liability.
- Serves as the point-person with external auditors.
- Works with business unit heads to ensure that they are managing resources effectively and efficiently, and within budget and peer ranges.
- Assumes a visible role in the company's marketplace through leadership involvement in selected non-profit, economic development, and professional organizations.

Position Candidate Requirements

- At least 15 years progressive experience in a CFO or Controller position of a high-performing community bank, with at least five years at the Senior Management level.

- A proven track record of success both as a leader and manager, and an ability to “fit” the culture of the Bank. This individual must be “compatible” with the existing management team and be able to evolve professionally as the Bank continues to execute its growth strategy.
- Ability to manage the Finance/Accounting group on a day-to-day basis, and influence and build consensus among cross-functional areas to promote a spirit of teamwork and collaboration.
- A strategic thinker with an ability to “see the big picture.” Leverages his or her strategic thinking into an ability to lead Executive Management and the Board of Directors in the planning, controlling, and managing of financial resources toward the achievement of corporate objectives.
- Excellent communicator (verbal/written/presentation) who uses varied techniques to craft messages/presentations to effectively reach audiences and instill confidence and commitment.
- A developer of people who is able to recognize talent and take an active role in their professional growth.
- Ability to interact across all lines of business and all levels of staff and management.
- Strong executive presence and capability to represent the Bank with external constituents.
- Proven experience preparing and presenting reports to the Board of Directors.
- Strong problem solving and creative skills and the ability to exercise sound judgment while making decisions based on accurate and timely analyses.
- Well organized, strong administratively, with an ability to lead, direct, and engage employees with a vision for the future.
- High level of integrity and dependability with a strong sense of urgency and results orientation.
- Hard-working, goal-oriented, and highly productive. Must be accustomed to “rolling up his/her sleeves” and doing real work, not just a manager or delegator.
- General working knowledge of bank information technology systems, including core processing and business operation interfaces; understands and advocates the use of technology to improve process and efficiency on a continuous basis.