



## **BANK OF THE FEDERATED STATES OF MICRONESIA (BANK OF FSM)**

**Exciting New Job Opportunity  
Career♦Future♦Satisfaction♦Independence♦Respect**

### **CHIEF LENDING OFFICER**

#### **JOB SUMMARY:**

Serve as a member of the Management Team to work directly with CEO, and the Board of Directors, to develop and manage the commercial and consumer lending activities of the Bank; and actively participate in the Bank's business development program. Other duties will ideally include membership of Enterprise Risk Committee, ALCO, IRR, Investment Committee, Credit Committee etc. Visits to island branches and other locations will need to occur to occasional solicit and develop loan pipelines.

Additional support duties include relief in CEO role, participation in team projects and occasional offshore lending and possible Participation Loans.

Modest sized loan portfolio means that Bank continues to diversify its marketing of loans from various sources.

#### **ESSENTIAL FUNCTIONS:**

- Refine the lending policies and associated operating procedures; to be consistent with the changing strategies, operating goals, and objectives of the Bank.
- Manage the loan portfolio and report to CEO, Credit Committee, and Board of Directors.
- Learn and understand a small yet complex lending environment with differing laws, commercial practices and language among different locations.
- Exercise a material lending discretion under both dual sign off principles and/or sole decision making.
- Establish performance goals and plans for the Bank's loan officers and other personnel of the Lending Department. Supervise, mentor, coach and train such employees to achieve goals and targets.
- Develop and manage the activities of commercial and consumer loan to ensure compliance with the Bank's policies, procedures and requirements of external lending authorities/usury laws etc.
- Liaise closely with bank auditors (internal and external), undertake training on compliance and suchlike issues, interact with bank regulators in differing locations and participate proactively with regard to visits by Banking Regulators (FDIC and FSM Banking Board) to ensure that Bank maintains deposit insurance, performance trend and present favorable reputation.

#### **QUALIFICATIONS:**

- Bachelors' degree in finance, economics or a related field, or suitable career background.
- Prefer 10 – 15 year lending experience with at least five of those years serving in management position or equivalent combination of education and experience.
- Must be effective in training and mentoring staff; lenders, underwriters, analysts and exhibit a team-oriented attitude. Compliance background would be helpful.
- Proven lending, credit analysis and quality control skills – and must think strategically and collegially.
- Knowledge of banking, specific Loan Review Certificate Programs, and the Microsoft Office suite of products is required.
- Leadership and sufficient people skills to manage a team and work with others.
- Verbal and written communication skills.
- Analytical and organizational skills

#### **SALARY Range: Commensurate with experience.**

#### **Contact us @**

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#### **OPEN/CLOSING DATE: Until filled**

*Bank of the FSM is the nation's "Bank of First Choice".*