



Business Development Officer

At First Resource Bank, relationships are at the heart of everything we do. We are committed to delivering exceptional service, building strong connections within our communities, and helping our clients achieve their financial goals. As we continue to grow, we are seeking experienced Business Development Officers (BDOs) located in or actively serving the Montgomery County, Bucks County, and Main Line markets. We are specifically looking to expand our Business Development team within these communities and are seeking professionals who are passionate about developing new business relationships and strengthening our local presence.

This is an exciting opportunity to join a community-focused organization where your expertise, local market knowledge, and relationship-building skills can make a meaningful impact. If you thrive on connecting with businesses, identifying opportunities, and delivering financial solutions that help clients succeed, we'd love to hear from you.

Primary duties include:

- Identify, acquire, and grow new deposit relationships with business customers through efficient and intentional prospecting to meet or exceed annual deposit growth goals
- Maintain detailed and timely documentation of all deposit growth efforts and results on pipeline
- Responsible for all phases of the sales process:
 - Identifying leads through a number of methods including, but not limited to:
 - Networking efforts
 - Collaborating with community partners
 - Engaging Centers of Influence
 - Community involvement and volunteerism
 - Non-profit board or committee membership
 - Uncovering needs and opportunities
 - Leveraging product and service knowledge to provide solutions
 - Preparing creative, thorough, and precise banking proposals
 - Offering and overseeing a detailed action plan to transition and onboard new relationships and accounts
 - Coordinating introductions to internal team members in Lending and/or Cash Management, dependent upon a customer's needs
 - Committing to operational proficiency when servicing customer requests

- Strengthen and deepen existing customer relationships with the Bank through expansion of products and services, along with encouraging the connections and partnerships between customers of the bank
- Collaborate inter-departmentally with colleagues to develop new strategies, champion marketing efforts, and lead deposit growth projects and initiatives
- Research the market trends and the competition to ensure that our offerings and solutions are relevant
- Proactively engage the community on an ongoing basis, including volunteerism, non-profit board service, non-profit committee service, and networking
- Readily and proficiently, we serve, mentor, support, and back-up the Branch and Cash Management team members to ensure we are adequately staffed and can serve our client base to the highest standard of excellence
- Be proactive, innovative, and creative in meeting customer and enterprise needs, as well as pursuing opportunities for personal professional growth
- Question status quo and be the catalyst for positive change when you identify opportunities for the Bank to do better
- Be willing and able to travel locally at least 50% of the time, as well as be flexible in scheduling early mornings, late evenings, and weekends for prospect meetings and/or community events on an as needed basis
- Maintain an up-to-date calendar and be readily available during business hours outside of scheduled bookings
- Be willing and able to provide branch coverage on the teller line and at the customer service desk no less than 4 Saturdays each calendar year

Skills / Requirements:

- Proficient written and verbal communication
- Captivating public speaking skills
- Knowledge of banking industry standards and best practices
- ROI and data analysis skills
- Business intelligence skills
- Ability to develop, communicate and manage plans of action
- Flexible schedule and ability to travel
- Proficient in Microsoft office products, particularly Excel and Word
- Experience with Jack Henry and Profit stars systems is preferred
- Active volunteerism in the community

Education and Experience:

- High school diploma or equivalent.
- 1+ years of business development or sales experience required
- 5+ years of business banking experience required
- 5+ years of customer service experience required

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer
- Ability to travel frequently among various locations

At First Resource Bank, you will enjoy an incredible family-style, community-focused atmosphere. Our excellent benefit package reflects the respect and appreciation we have for our team members.

We offer:

- Excellent annual compensation commensurate with experience
- Health, dental, vision, short- and long-term disability, and life insurance
- Enrollment in 401K plan with company contribution (after 6 months of service)
- Optional enrollment in ESPP stock plan (after 6 months of service)
- Paid time off
- Additional days off for Federal Holidays

First Resource Bank is an Equal Opportunity Employer

Please submit resume and cover letter to:

<https://recruiting.paylocity.com/recruiting/jobs/All/03c33d56-8789-45c2-bf68-69ba32f70460/First-Resource-Bank>