

Chief Credit Officer

First Resource Bank, a thriving community bank headquartered in Exton PA and recognized as one of the "Best Places to Work", is seeking an energetic and motivated full-time Chief Credit Officer (CCO).

The Chief Credit Officer is responsible for and overseeing the entire credit function of the bank. Reporting directly to the President & CEO and being a member of the executive management team, the CCO ensures the bank stays within the approved credit policies.

Primary duties include:

- Maintain, modify and continually update the bank's lending policies.
- Work with lenders to structure loans and conditions that are favorable to the bank, accepting an appropriate amount of risk and pricing the product accordingly.
- Approves loans with the authority established in the Bank's credit approval matrix.
- Manages consumer loan portfolio
- Prepare monthly and quarterly management reports for both Loan Committee and the full Board of Directors.
- Interact with examiners, auditors and loan review to facilitate their understanding of the bank's loan portfolio and credit culture, as well as coordinate responses to document requests.
- Assist the lenders managing any delinquent accounts and taking over any accounts over 60 days past due where needed.
- Manage all OREO properties, including attending sheriff, upset and tax sales and managing any properties that were obtained in any of those sales. This would include repairing, remodeling and marketing these properties.
- Interact with legal counsel, title companies and real estate agents to effectively sell any OREO properties.
- Review appraisals for compliance with FIRREA in accordance with levels established in the bank's appraisal policy.
- Analyze trends in lending, local and regional economic activity and the effect of any federally mandated programs.
- Assist the credit department with annual reviews of credits.
- Assist the accounting department in reviewing creditworthiness of certain investments.
- Participate in the quarterly CECL Committee.

Skills / Requirements:

- Computer literate with the ability to utilize all programs including but not limited to: Microsoft Windows, Excel, Outlook, Word, Internet and other specific bank related software.
- Able to multitask while prioritizing responsibilities and tasks.
- Demonstrate strong leadership within department and overall bank.

- Embrace technology to effect continuous improvement within credit department procedures.
- Able to communicate clearly orally and written.
- Highly effective inter-personal skills, working in a team environment.
- Highly organized, reliable and effective with management of time.
- Strong analytical, problem solving and mathematical abilities.
- Ability to operate general office equipment, including a scanner
- An ability to travel both inside and outside the Bank's primary area with partners and clients and to attend meetings as needed.
- The ability to work extra hours including early mornings, evenings and weekends as needed to accommodate customers, prospects, community events, etc.

Supervisory Responsibilities:

- Approximately 5 direct reports including credit analysts.

Education and Experience:

- College degree preferred but not required, particularly in related fields of study such as Business Administration, Accounting, Finance, etc.
- Minimum 10 years in the lending and/or credit areas, including experience as a Senior Credit Officer or Chief Credit Officer.

Physical Requirements:

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to lift up to 15 pounds at times.

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

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