

Chief Financial Officer

At First Resource Bank, we believe that strong financial leadership is about more than numbers—it's about vision, partnership, and building a workplace where people genuinely love what they do. As a proud "Best Place to Work" and a thriving \$800 million asset community bank headquartered in Exton, PA, we are excited to welcome a dynamic and forward-thinking Chief Financial Officer (CFO) to our executive team.

Reporting to the President & CEO, the CFO is a key member of the executive management team and a trusted advisor to the Board of Directors. This role provides overall leadership for enterprise financial strategy, financial risk oversight, and financial communications with regulators, shareholders, and the investment community. The CFO leads the Accounting and Finance function through clear priorities, strong governance, and disciplined execution, while playing an active role in shaping and executing the Bank's strategic plan.

This is more than a traditional CFO role. It's an opportunity to shape the financial future of a high-growth organization, serve as a trusted strategic partner to the President & CEO, and play a meaningful role in guiding the Bank and Holding Company toward continued success. We're looking for a leader who thrives in a collaborative, fast-paced environment, someone who brings both financial expertise and a passion for cultivating a positive, high-performing culture.

If you're energized by growth, inspired by community impact, and motivated to lead through influence, we invite you to explore this exciting opportunity with us.

Essential functions/responsibilities:

Enterprise Financial Leadership & Strategy

- Serve as primary strategic financial advisor to the President & CEO and executive team; translate strategy into actionable financial plans, measures, and outcomes.
- Provide forward-looking financial insights (profitability, balance sheet mix, capital adequacy, liquidity and IRR posture) to guide enterprise decision-making and sustainable growth.
- Provide financial leadership during strategic planning and the budgeting process.
- Lead performance management across the Accounting/Finance team; set culture expectations, develop leaders and succession plans.
- Direct supervision of SVP, Finance and VP, Controller and overall supervision of Accounting/Finance team of 6 employees.

Board, Governance & External Communication

- Present monthly/quarterly financial results, strategic financial analysis, and key risk themes to the Board of Directors and relevant committees.

- Act as primary Accounting/Finance contact for regulatory examinations and external auditors; ensure consistent, well-governed responses and timely remediation of findings.
- Oversee investor/market communications as applicable (earnings materials, investor presentations, shareholder matters, and related external relationships). Participate in presentations and one on one meetings with investors and/or investment bankers. Develop and foster these relationships.
- Primary liaison with OTC Markets and transfer agent regarding trading of FRSB common stock. Ensure compliance with all OTCQX rules.
- Work with outside legal counsel on various matters including capital raises, and annual shareholder meetings as needed.

Balance Sheet, ALCO & Capital Accountability

- Serve as the senior management executive accountable for balance sheet strategy, liquidity risk posture, and interest rate risk management, including management recommendations to ALCO and the Board.
- Provide executive oversight of ALCO governance and outcomes; ensure ALCO materials and analysis prepared by Finance team are aligned with a clear management viewpoint and risk appetite.
- Ensure capital adequacy; lead capital planning and recommend capital actions (including potential raises) as appropriate to support strategy and regulatory expectations.

Investment Portfolio & Liquidity Oversight

- Establish investment and liquidity strategy, limits, and governance; approve all investment portfolio actions and ensure appropriate monitoring and reporting.
- Delegate day-to-day analytics, trade execution support, and portfolio monitoring to SVP, Finance and/or designated resources, while retaining final approval authority for trades and policy changes.

Accounting, Financial Reporting, Controls & Compliance Oversight

- Ensure integrity, accuracy, and transparency of financial statements and regulatory reporting; maintain strong internal controls and finance policies/procedures.
- Review and approve key regulatory filings and financial reports (including Annual Report, Earnings Releases, Call Reports and FR Y filings) prepared by the Controller and Accounting/Finance team.
- Oversee tax strategy and compliance (with external advisors), accounting standards implementation, and enterprise-wide financial risk management.
- Research and implement new accounting standards as needed.

Operational Excellence & Technology

- Champion scalable systems, automation, data integrity, and process improvement across Finance and Accounting; partner with IT and operational leaders to improve reporting and analytics capabilities.

Other

- Serve as Corporate Secretary by documenting Board and Committee meeting minutes and organizing the Annual Shareholder's Meeting with administrative support as appropriate.
- Monitor overhead expenses and strive to minimize non-interest expenses to average assets.
- Manage accounting and finance related vendor relationships from a high level. Ensure that the Bank is aligned with the right vendors. Manage relationships with correspondent banks. Participate in Annual Vendor Review process by overseeing the review of financial performance of critical vendors for the Chief Risk Officer.
- Other duties as required.

Competencies (Knowledge, skills and abilities):

- Strong leadership, supervisory and organizational skills.
- Strong decision-making skills and attention to detail.
- Ability and desire to work in a team-oriented environment.
- Flexibility in working schedule and ability to travel.
- Excellent verbal and written communication skills.
- Excellent interpersonal and customer service skills.
- Excellent time management skills with a proven ability to meet deadlines.
- Strong analytical and problem-solving skills.
- Ability to prioritize tasks and to delegate them when appropriate.
- Ability to function well in a high-paced and at times stressful environment.
- Proficient with Microsoft Office Suite or related software.

Supervisory Responsibilities:

- Recruits, interviews, hires, and trains new staff.
- Oversees the daily workflow of the Accounting and Finance areas.
- Provides constructive and timely performance evaluations.
- Handles discipline of employees in accordance with company policy.

Education and Experience:

- College degree required. Advanced degree preferred, or equivalent related experience.
- At least 10 years related experience required. Broad knowledge of banking required.
- CPA preferred.

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 submit your application resume and cover letter, please visit the following link to get started:
<https://recruiting.paylocity.com/recruiting/jobs/All/03c33d56-8789-45c2-bf68-69ba32f70460/First-Resource-Bank>