

Employment Opportunity

Chief Banking Officer at Availa Bank Central and Western Iowa



Please apply on our website:

<https://www.qtigroup.com/job-posting/chief-banking-officer/BH67842828>

ABOUT THE ORGANIZATION



Availa Bank has exclusively retained **The QTI Group** to lead the search for a **Chief Banking Officer**.

The roots of Availa Bank run deep in the Iowa soil. Since 1870, the bank has been a cornerstone for continued growth across West Central Iowa. Despite a variety of changes, including new names, branch expansions, and technological advances, Availa Bank has stayed true to its roots: providing local service to local communities for over 150 years. At Availa Bank, people have been the cornerstone of what we do every day. Availa Bank has been providing Iowans with high-quality financial products and services to fit their needs. With such a rich history, you can be sure we have the service and expertise consumers are looking for in a financial institution. We are always striving to live by our mission statement: empower our team to inspire and enable our clients and the communities we serve to achieve financial success!



We don't just care about financial transactions. We care about our communities – and making sure they remain a great place to live and work. Because

we are local, we are better equipped to understand the unique needs of the people we serve, offering personalized products and services. You can be sure that when you walk into one of our branches, you'll be greeted by a team member who has a genuine interest in your financial future.

We're proud to invest in the communities we serve, not just financially but with our time as well. Many of our team members are active in nonprofit organizations and boards that serve community needs. Because of these community connections, Availa Bank gives back a portion each year to worthwhile nonprofits and organizations so they can continue improving small towns and communities across Iowa.



MISSION STATEMENT

Empower our team to inspire and enable our clients and the communities we serve to achieve financial success.

VALUES

- We are owners. Every day we take initiative and are accountable – with integrity, ethics, and courage – to make our bank better.
- We believe our people make a difference. We build teams by hiring and developing the best talent. We recognize that individual differences and experiences strengthen our teams.
- We know client relationships are key. Banking is more than just a series of transactions; it is a partnership with clients to find solutions that will assist with reaching financial success.
- We focus on our communities. We are proud to invest in and contribute to the communities that we serve.
- We strive to be better than yesterday. We seek out, embrace, and get (un)comfortable in knowing that if we're not continuously changing, evolving, and improving client and employee experience - we're falling behind.

VISION

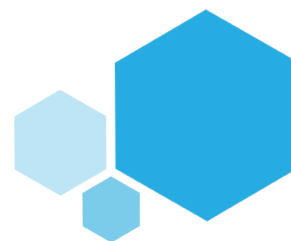
- Availa Bank will operate as one organization while recognizing that our markets and clients are diverse by providing solutions that meet their evolving needs.
- Availa Bank will enhance our banking experience by engaging clients in their preferred setting through desired delivery channels to maintain lifelong relationships.
- Availa Bank will support the growth of our team through a commitment to training, mentoring, and career development.
- Availa Bank will focus on team satisfaction and retention while recognizing and rewarding accomplishments that align with the bank's mission and values.
- Availa Bank will strategically balance the objectives of steady growth and consistent earnings with sound risk management practices, thereby enhancing shareholder value.

Availa Bank was named the Small Workplace Winner in the 2023 Healthiest State Annual Awards, which were presented during the Workplace Wellbeing Conference. Availa Bank received a 5-Star Superior Rating from Bauer Financial, a respected independent bank rating firm. This rating reflects the bank's strong financial performance and underscores Availa Bank's long-standing dedication to customer service and financial stability.



2023 ANNUAL AWARDS
SMALL WORKPLACE
WINNER

ABOUT THE OPPORTUNITY



Availa Bank, a \$1.6 billion community bank, is seeking a strategic and community-focused **Chief Banking Officer** (CBO) to lead all customer-facing lines of business. The CBO will oversee lending, retail banking, mortgage, and related growth initiatives while fostering a culture of accountability, service excellence, and local market responsiveness. This is an executive role, reporting directly to the CEO, and is responsible for aligning front-line execution with the bank's long-term mission, values, and growth objectives.

KEY RESPONSIBILITIES

Leadership & Strategy

- Develop, execute, and communicate a cohesive strategy across all banking divisions to drive responsible growth and deepen client relationships.
- Oversee organizational design and effectiveness, assessing current structures and implementing future-ready solutions to support growth and operational excellence.
- Serve as a key member of the executive leadership team, contributing to the overall strategic direction of the institution.

Commercial and Retail Banking Oversight

- Lead all lending, deposit, and relationship banking efforts, with a particular focus on small business and middle-market segments.
- Ensure front-line teams are aligned in delivering a consistent, high-touch customer experience across all branches and markets.
- Oversee and enhance sales performance across business units, promoting cross-selling and integrated solutions to maximize client value and organizational growth.

Operational Excellence & Risk Alignment

- Collaborate closely with the Chief Credit Officer and Risk Officer to ensure risk-aware growth.
- Translate strategic objectives into measurable KPIs and operational performance targets.

Talent Development & Culture

- Attract, mentor, and retain strong banking talent across markets and disciplines.
- Build a performance-oriented culture rooted in integrity, service, and accountability.

Business Development & Market Presence

- Oversee the expansion of relationships in each market by ensuring bank staff remain visible in their respective communities and promote the Availa brand.

KEY CANDIDATE TRAITS & QUALIFICATIONS

Community-Centered Leadership

- Deep commitment to relationship banking and community engagement.
- Proven success serving in leadership roles within a community or regional bank environment.
- Adept at building authentic relationships and fostering trust across diverse markets and communities.

Comprehensive Banking Expertise

- Broad knowledge of commercial lending, deposit growth strategies, treasury services, and retail banking.
- Track record of originating high-quality credit and driving profitable portfolio growth by emphasizing the importance of core deposit growth.

Strategic Operator

- Strong ability to align people, process, and systems to deliver results in a scalable and sustainable manner.
- Comfortable and skilled at leading organizations through growth, change, and market disruption.
- Operate and manage with a steady, decisive approach that aligns strategy, operations, and people to deliver results.

People-Focused Leadership

- Experienced team builder and mentor with a collaborative, hands-on leadership style.
- Known for developing internal talent and building high-performing, cross-functional teams.
- Lead with clarity and empathy during times of change while inspiring, engaging, and guiding teams with confidence and care through transition.

Communication & Influence

- Highly effective communicator with the ability to engage across all levels.
- Articulates banking strategies in a clear, actionable manner while building alignment across departments.

Digital & Operational Awareness

- Understands and supports technology-driven improvements in customer access, operational efficiency, and product delivery.
- Prioritizes practical, value-adding innovation without compromising personalized service.

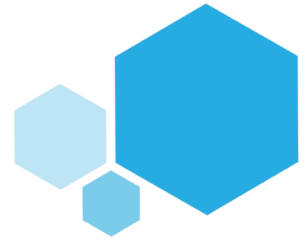
Integrity & Cultural Fit

- Embodies the bank's mission and values.
- Respected for sound judgment, high ethical standards, and credibility with internal and external stakeholders.

REQUIRED QUALIFICATIONS & EXPERIENCE

- Minimum of 10 years of experience in banking, with progressive leadership responsibility.
- Prior experience leading multi-line banking functions in a community or regional bank environment preferred.
- Bachelor's degree required.

APPLICATION & SELECTION PROCESS



Availa Bank has exclusively retained **The QTI Group** to lead the search for its **Chief Banking Officer**. The QTI group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

Target Start Date: January 7, 2026.

Compensation: This position offers a salary range of \$240,000 - \$280,000 based on experience and qualifications and includes a comprehensive total benefits package and an Employee Stock Ownership Plan.

Incentive Compensation: This position is eligible for incentive compensation (based on company, team, and individual performance goals – determined annually)

- Eligible for 0-40% bonus of annual salary plus an additional deferred award equal to 50% of the initial annual award earned.

For more information, please contact:

Brooke Hintze, MSE, CDR

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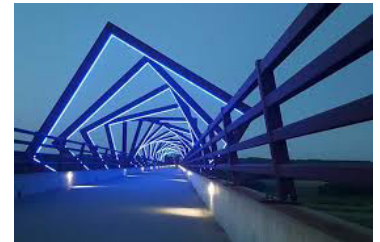
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Application Deadline: Friday, October 17, 2025, at 4:00 pm CT.

COMMITTED TO THE COMMUNITIES WE SERVICE

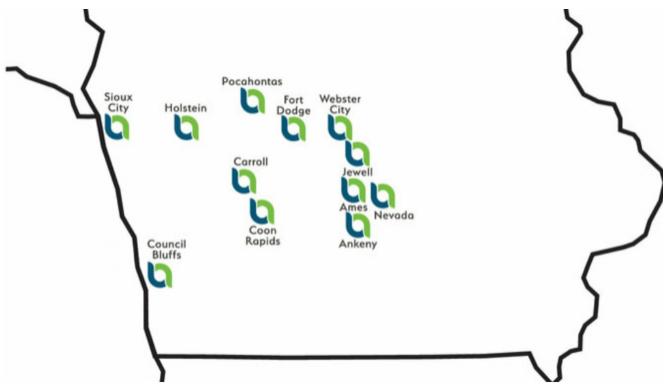


Iowa offers a rare combination: a low cost of living with a high quality of life. Whether you're in a vibrant city or a welcoming small town, you'll find affordable housing, excellent schools, and safe neighborhoods. Iowa shines in outdoor beauty from rolling hills, rivers, lakes and trails. Agriculture is in its foundation but insurance, manufacturing, renewable energy, and biotechnology also have a strong presence. Iowa is home to four division one universities including University of Iowa, Iowa State University, University of Northern Iowa, and Drake University.



AVAILA BANK LOCATIONS

- Ames
- Ankeny
- Carroll (*headquarters*)
- Coon Rapids
- Council Bluffs
- Fort Dodge
- Holstein
- Jewell
- Nevada
- Pocahontas
- Sioux City
- Webster City



Ames, Iowa

Home to Iowa State University, Ames, Iowa is an innovative and welcoming city in central Iowa. It blends small-town charm with big-city amenities, making it a standout destination for students, professionals, families, and retirees.

Ankeny, Iowa

Located approximately 15 miles north of Iowa's state capital, is Ankeny, Iowa with a population of nearly 68,000. Known for its multi-generational hometown feel, Ankeny consistently ranks as the #1 "best place to live" in Iowa and a top 10 "best city to move to" in the Midwest.

Council Bluffs, Iowa

Located on the eastern bank of the Missouri River, Council Bluffs is directly across from Omaha, Nebraska and serves as a key part of the Omaha-Council Bluffs metropolitan area. It has a vibrant arts scene and miles of riverfront for outdoor enthusiasts.

Sioux City, Iowa

Located in the northwest corner of Iowa, Sioux City is where Iowa meets Nebraska and South Dakota. It is the fourth largest city in Iowa with a population of nearly 86,000. It has a diverse economy driven by healthcare, manufacturing, education, transportation, and agriculture.