

Employment Opportunity

# Executive Banking Officer at Peoples Bank

Rock Valley, Iowa



Please apply on our website:

<https://www.qtigroup.com/job-posting/executive-banking-officer/BH822776822>

# ABOUT THE ORGANIZATION



**Peoples Bank** has exclusively retained **[The QTI Group](#)** to lead the search for an **Executive Banking Officer**.

At Peoples Bank, we take pride in being more than just a bank – we’re a cornerstone of our communities. Serving our neighbors with honesty, integrity, and respect is not just a commitment; it’s our privilege. As a community bank, we believe in the power of local relationships, personalized service, and genuine care for our customers’ financial well-being. We’re proud to support local businesses, families, and individuals as they achieve their financial goals and dreams. Our deep roots in our communities allow us to understand the unique needs of our customers and respond with tailored solutions that make a difference.

We strive to uphold the Mission and Core Values that define us as a bank “Where Values Matter!”, and we celebrate the strength of community banking and the meaningful connections we build with each person we serve!

## **Our Mission**

- Exceed customers’ expectations.
- Create a dynamic environment that promotes personal and professional growth.
- Enrich our communities through contributions of time, talent, and resources.
- Provide optimal long-term value to shareholders.

## **Our Core Values**

- Honesty, integrity, and respect shall be the cornerstone of all that we do.
- We strive to enrich families and communities through our actions.
- We are committed to excellence.
- Change fuels our progress.

## **We also believe it is important to:**

- Provide modern banking services that are priced fairly and tailored to meet our customers’ needs.
- Give back to our communities through our time, a percentage of our profits, and our expertise. We are honored that we are often the first business contacted when a community group needs to fund a project, large or small. You will find our staff serving on many boards and committees providing leadership to worthwhile community groups, organizations, and churches.
- Listen to our customers and respond to comments and often change product and/or service offerings because of customer feedback.
- Make every effort to be a resource where customers can learn about loans and other bank products and services.

# ABOUT THE OPPORTUNITY



**Peoples Bank** is seeking an **Executive Banking Officer** who is a forward-thinking, strategic leader and excels in people leadership and management. Reporting directly to the CEO, this position will oversee the direction, business development, and activities in the service areas of Lending, Deposit, and Location Administration Services.

## People Leadership & Management

- Supervise Sr. Banking Officer and/or Regional/Location Presidents to oversee loan production, quality and pricing as well as branch administration at all Locations.
- Supervise Sr. Retail Officer to oversee deposit servicing and pricing at all Locations.
- Supervise Sr. Retail Officer to set and achieve stated Deposit goals for all Locations.
- Coordinate with Chief Credit Officer to maintain adequate loan quality, volume and documentation.
- Coordinate with Chief Financial Officer to maintain adequate liquidity positions and loan pricing.
- Ensure that the atmosphere within each location attains and maintains a high level of morale and embraces our Vision, Mission, Values and Service Standards.

## Organizational Development

- Engages in business development activities that assist the Bank in establishing, maintaining, and increasing market share in each community.
- Embraces the Vision, Mission and Values of the organization and promotes these principles to our customers, staff, communities, and shareholders.
- Seeks to improve the Bank's strategic and operational performance by actively participating in continuing education, professional development and peer groups and attending conventions, conferences, seminars, and meetings.
- Implement and ensure all bank policies and procedures are known and followed at each location.
- Recommends and monitors the Bank's goals.

## Business Development

- Assist in developing and maintaining loan customer relationships at all locations.
- Assist Sr. Banking Officer/Regional Presidents/Location Presidents in developing strategies and establishing goals for increasing location volume of deposits, loans, and other bank services.
- Active involvement in key community, banking and civic organizations and activities, as appropriate, to represent the bank in the community.

## Strategic Planning

- As part of an Executive Team, provide overall direction to the development and maintenance of standards and systems that provide comprehensive, specific, and measurable results for financial and operating goals.
- In conjunction with the CEO, coordinate overall growth of the organization through the development of new products, new markets, or through mergers and acquisitions.

## Core Competencies

**Adaptability:** Able to adjust quickly to different work situations and remain composed under pressure and in stressful situations. Must embrace change and see change as an opportunity. Must be willing to express and support management's ideas to affected staff. Consider themselves as part of a larger bank team and help build teamwork.

**Attention to Detail:** Regard for all important details to assure accuracy in every transaction performed; detect errors; follow through on corrections and details. Able to develop personal tracking/reminder systems to assure that important activities are not missed.

**Financial Analysis:** Must clearly understand all aspects of accounting and finance in a community bank environment. This includes understanding reconciliation, general ledger, budgeting, and pricing along with the ability to understand numbers and use those skills as they pertain to loans and the loan underwriting process.

**Negotiation and Sales Skills:** Must understand the concepts of negotiating and sales as it pertains to selling financial service products in a community bank. Must be able to cross-sell customers and make referrals to other areas of the bank. Must be able to develop a "win-win" approach to problem-solving with customers.

**Oral/Written Communication:** The ability to express and communicate thoughts and ideas in a professional, clear, and concise manner, both orally and in written form to a variety of audiences and to all levels of staff. Must be willing to express and support management's ideas to affected staff.

**Professionalism:** Projects a positive image of the bank to all internal and external customers at all times along with the ability to work well with others. Helps to build and promote teamwork. Promotes the bank's image as a supportive corporate citizen within the community. Fiduciary responsibility for safekeeping confidential and sensitive information requires ethics and professionalism beyond reproach.

**Supervision/Coaching:** Offers the proper training and coaching for new and current employees and sets and measures performance standards. Must be able to set targets, develop action plans, provide feedback and praise/discipline as warranted, and be able to motivate staff using both monetary and non-monetary rewards to recognize good performance and meet the goals that have been developed. Must have the ability to resolve personnel issues and conflicts that arise in such a way that maintains a positive work environment. Consider themselves as part of a larger bank team and help build teamwork.

**Time and Work Management:** The capacity to manage one's work, outline overall project plans, determine necessary steps for its completion and delegate tasks to the appropriate staff to ensure the project is finished accurately, on time, and within budget. Must have the ability to set targets, develop action plans, and measure results against the defined target goals. The ability to prioritize tasks to make the best use of time for high-priority tasks is vital. Makes prudent decisions; creates policies and procedures; provides managerial direction and leadership at a high level of accountability. Seeks opportunities to develop personal abilities.

## Required Qualifications

- Bachelor's degree in a business-related field.
- At least five years of experience in a lending role within a community bank environment.
- Prior supervisory and management experience.
- Effective communication skills.
- Proficient technical skills in utilizing computer applications used within the banking industry.

# APPLICATION & SELECTION PROCESS



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

For more information, please contact:

**Brooke Hintze, MSE, CDR**

Executive Search Consultant

[Brooke.hintze@qtigroup.com](mailto:Brooke.hintze@qtigroup.com)

608-257-1057

**Apply Online:** <https://www.qtigroup.com/job-posting/executive-banking-officer/BH822776822>

**Application Deadline:** October 4, 2024 at 4:00 p.m.

# ABOUT ROCK VALLEY IOWA



Rock Valley, Iowa, is located in the northwestern corner of Sioux County, Iowa, nestled in a valley bordering the Rock River. It is a vibrant, family-centered community known for its affordable cost of living and a strong sense of community.

Rock Valley has a population of approximately 4,000 and is experiencing growth in businesses, jobs, and housing developments. Residents enjoy quaint walks through local parks and the downtown, which is full of shops and restaurants.

For more information on life in the Rock Valley area, please visit: <https://www.cityofrockvalley.com/business/chamber-of-commerce>

