



Position Specification

Financial Institution

Executive Vice President & Chief Financial Officer

The Company

Our Client is one of the nation's premier financial institutions providing a wide range of products and services to customers throughout Oklahoma and Texas. The Bank was founded in Oklahoma in 1900 and operates as a limited liability partnership. Our client has sustained operations through some very difficult and turbulent periods. During the current economic downturn, they continue to perform at a highly successful level. Under the current leadership, the Bank has grown dramatically since 1986. This growth has occurred both through internal means as well as by acquisition.

Today, the Bank is a thriving business with 32 community locations across Oklahoma and Texas and over \$2 billion in total assets. As one of the largest banking organizations in the Southwest region of the U.S., they focus on retail and community banking, targeting consumers and small to mid-sized businesses within its market area. The current plan calls for the management team that has led the Bank during this incredible growth period to continue to lead the Bank into the future. An integral piece of this plan is to strengthen its already successful group by making key additions to its Executive Management Team.

As the Bank has continued to grow and develop, it has determined it has the need to add a new and important member to its Executive Management Team—an Executive Vice President & Chief Financial Officer. In hiring this role, the Bank hopes to achieve three primary objectives; first, to expand the Executive Management Team capacity, second, to provide oversight and development of a sound sustainable system of financial planning & analysis at both the corporate and business unit level, and third, to assist the Board of Directors and the Chief Executive Officer in meeting their overall objectives.

The Position

Location

Oklahoma

Basic Function

The Chief Financial Officer will be the Bank's business partner from an overall financial and accounting perspective. The mission of the Chief Financial Officer will be to provide the executive financial leadership, expertise and counsel to enable the various business leaders to make the proper decisions for their areas of responsibility.





Reporting Relationships

The Executive Vice President - Chief Financial Officer (“EVP-CFO”) will report to the Chief Executive Officer of the Bank. Reporting to the EVP-CFO will be the entire financial/accounting team at the Bank including the Controller and the Controller’s team. The EVP – CFO will interact with the other management team members including the various Bank Presidents and other corporate level management team members. The EVP-CFO will interact closely with Bank’s Board of Directors. Additionally, the EVP-CFO will represent the Bank to outside parties to include but not limited to regulators, audit firm, vendors and customers.

Responsibilities

The EVP-CFO is responsible for directing the financial functions of the Bank in accordance with all applicable accounting, financial and regulatory standards and to fall in line with the financial management techniques, practices and goals of the Bank’s Management Team. Specifically the EVP-CFO will be responsible for:

- Developing, implementing and managing the financial planning systems for the Holding Company and for each of its subsidiaries and divisions.
- Planning, developing and organizing the Company’s financial function and performance. Establishing credibility throughout the organization (including with the Executive Management Team and the Board) as an effective leader and developer of solutions.
- Co-creating, along with the CEO, Long-Term Strategic Planning with complex data tools to evaluate financial steps within such planning.
- Forecasting cash flow and identifying investment opportunities.
- Optimizing the Bank’s strategic use of capital markets with an initial focus on asset/liability management.
- Overseeing the Bank’s liquidity and funds management ensuring that corporate goals are achieved while complying with all appropriate regulatory guidelines.
- Running all the Bank’s asset/liability management reporting, to include monitoring and ensuring the execution of deliverables.
- Managing the Bank’s investment portfolio (including buying & selling of bank securities and controlling all Bank’s interest rate risk).
- Leading all investment portfolio accounting.
- Ensuring public company levels of accounting process, financial reporting and regulatory compliance.
- Chairing the Bank’s asset/liability committee.
- Aiding in the Bank’s merger and acquisition activities including the evaluation of target acquisitions, pricing of transactions and their effects on the Bank/Holding Company.
- Working with Regulators on all financial issues.
- Providing business decision makers financial and operational analysis which will allow these leaders to make well-informed business decisions both at a macro and micro level.
- Evaluating and managing all tax planning activities with outside tax advisor.
- Assisting the CEO with organizational planning, design and development.
- Improving financial planning with all owners’ of P&L’s within the Company.
- Developing and monitoring appropriate financial and operational metrics.
- Participating in and contributing to high-level strategy discussions with the Executive Management Team.





- Approving and evaluating call reports.
- Improving and developing new ways for the Bank to price money to the marketplace.
- Overseeing all Long-Term Fixed Asset Acquisitions.
- Investing in current Bank personnel to ensure the development of the next Bank CFO.
- Attracting, retaining and motivating high-caliber talent.
- Developing and executing committee infrastructure for all executive level committees.
- Ensuring all deadlines are met in an effective and professional manner.
- Performing other duties as assigned.

The Candidate

Education

Bachelor's degree in accounting or finance is a requirement. An advanced business degree is strongly preferred.

Professional Qualifications

The successful candidate will possess a strong background in the banking industry with a minimum of 10 years relevant banking industry and management experience ideally as the top financial officer. The successful candidate will ideally be a Certified Public Accountant (CPA). Specifically the ideal candidate would possess:

- Strong financial and regulatory expertise within the banking industry.
- Well developed leadership, communication, organization and analytical skills.
- Possess the ability to “air traffic control” multiple moving parts within the Bank system.
- Experience managing other senior management professionals.
- Leadership versatility and an ability to relate with and understand varying mindsets within a diverse organization.
- Experience managing within a matrixed organizational structure.
- Life-long learner who is disciplined in their professional and interpersonal approach to business.
- Previous experience in scaling an organization coupled with experience in a matrixed organizational structure.
- Complex thinking capacity and skills—ability to come up with systems and processes is a must.
- Strong understanding of financial instruments (i.e. Interest Rate SWAP's, bonds, etc.).
- An appreciation for the Bank's culture and an ability to gain the respect of both rural and urban bank presidents. The Bank has a culture of taking care of its employees and caring passionately for its customers—the EVP-CFO needs to be someone who loves the customers.
- Willing to travel regionally and live in Durant.
- Business acumen, strategic thinking and leadership skills.
- Demonstrated management, coaching and staff development skills.
- A proven track record of establishing priorities and ensuring completion and delivery of work in a timely manner.





Personal Skills and Attributes:

- A team-orientation, maturity and ability to resolve differences. Possesses the ability to think strategically and tactically while continually seeking business process efficiencies.
- Effective oral and written communications skills. Results-focused and action-oriented.
- Ability to work hands-on and/or as a member of a team. Strong organizational skills.
- An analytical mind with a problem solving style.
- Common sense approach to business issues—must have a proactive approach.
- Must possess a servant-leader management style.
- Highly intelligent individual who thinks “outside the box” and is an accomplished financial professional. Must be able to “check their ego at the door.”
- An entrepreneurial style that views challenges as opportunities not as problems.
- Integrity, honesty, optimism, confidentiality, discretion, flexibility, healthy skepticism, adaptability and patience coupled with high energy and strong project management skills.

To learn more about this opportunity or provide a confidential referral, please contact:

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Reference Code: CFO_Financial-Institution_274-01_PPI

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