BANK ASSOCIATE LEADERSHIP PROGRAM

Overview:
An 18- to 24-month program that introduces you to our organization’s culture, environment, and will familiarize you with our processes and systems. The Bank Associate Leadership Program consists of comprehensive on-the-job training supplemented by educational opportunities focused on banking, business, financial technology, leadership, and team-building skills. Up to five rotations, diverse in location and assignment, will give you a broad understanding of our infrastructure and help increase your technical and management skills. Following successful program completion, Bank Leadership Associates are prepared for placement in a Corporate Operations, Consumer and Commercial Loan Services, or Information Services position of impact within the Company.

Duties & Responsibilities:
Assignments will be in one of three paths within the Bank Associate Leadership Program.

- Corporate Operations participants will
  - Gain experience in staff supervision
  - Participate in quality and process-improvement initiatives
  - Learn and experience production/process management.

- Consumer and Commercial Loan Services participants will
  - Gain experience in production and project management
  - Become familiar with information services, applicable lines of business,
  - Learn organizational management and project methodology.

- Information Services participants will
  - Participate in classroom instruction
  - Work on challenging work assignments in corporate operations, consumer and commercial loan services and/or other applicable lines of business

The broad array of hands-on learning experiences offered throughout the leadership program provide a foundation for you to further your formal education, cultivate your skills sets, and expand your knowledge of the many challenging aspects of the financial industry.

Qualifications:
Defining strengths that successful candidates will have include:
- Bachelor's program with a concentration in Finance or Accounting,
- Proven leadership abilities in a variety of project and team experiences
- Excellent communication skills both verbal and written
- Effective at selling concepts and ideas
- Sound and balanced analytical thinking
- Team player with high initiative
- Ability to synthesize and communicate complex information
- Aptitude to make accurate judgments about a business’s financial position

NOTES and QUESTIONS to ask: