

BUSINESS DEVELOPMENT OFFICER

COMPENSATION:

Starting base salary: \$85,000-\$100,000. Exact compensation is based on skills, experience and location. This job is eligible for an incentive.

JOB SUMMARY:

Responsible for identifying, soliciting, and closing on new small to middle market C&I and SBA loans, including generating deposits and fee income. Assist in sourcing new CRA qualified loans. Collaborates with external and internal resources (i.e. referral sources, business partners, prospects) to provide expertise in a consultative manner while maintaining awareness of risk and a client-focused perspective.

ESSENTIAL FUNCTIONS:

- Conducts new business development activities to meet or exceed sales goals in line with the Bank's strategic plan.
- Generates new core deposit relationships and fee income by cross-selling bank products and cash management services.
- Uses crucial thinking and independent judgment to formulate and support credit decisions and logically defend the Bank's positions.
- Negotiates on behalf of the Bank while appropriately balancing risk and shareholder value.
- Meets with client managers/branches and other business partners to review their key relationships and explore new prospects.
- Develops and maintains relationships with clients.
- Prospects, markets, structures and originates new SBA 7(a) and 504 loans.
- Identifies, refers and introduces other business opportunities to internal product partners.
- Establishes and maintains a network of referral sources able to bring loans and deposits to the Bank.
- Obtains complete financial packages from borrowers and prepares submission packages required for credit analysis. Follows up with borrowers to obtain additional information or clarification to ensure timely loan decisions.
- Delivers approved loan packages to borrowers to obtain required signatures and facilitate funding.
- Develops and maintains comprehensive knowledge of all commercial products including loans, cash management, trade service products and deposits to facilitate cross-selling and enhance the client experience.

- Meets with clients through personal calling efforts, referrals, and other contacts to discuss business needs and recommend ways in which the Bank can meet their needs.
- Shares knowledge as a subject matter expert and mentors' others on the team.
- Reviews new product and product enhancement information with internal business partners, as appropriate.
- Assesses clients' business strengths, weaknesses, and key issues to develop sales strategies and plans and recommend new products and services necessary to meet client demands.
- Provides information to customers concerning deposit products; collects appropriate data. Answers questions and problem resolution for customers concerning all services provided by the Bank; identifies and resolves problems, collects data, secures answers and reports results to the inquiring party and works with other branch teammates or other bank associates as necessary. Conducts regular relationship reviews to ensure financial goals are being met and identifies future needs.
- Organizes and maintains key client information using the Bank's tracking system.
- Plans and implements various marketing events. Participates in all Bank functions necessary to contribute to the achievement of Bank earnings and growth objectives. Actively participates in various community and civic activities, and professional networking events. Develops, maintains, and leverages meaningful Center of influence (COI) relationships.
- Adheres to Bank policies and procedures and complies with all United States Federal and State Regulations including the Bank Secrecy Act, Anti-Money Laundering Act, USA PATRIOT Act, and OFAC laws and their implementing regulations.
- Supports the Bank's compliance efforts by completing compliance and other technical training workshops as assigned and ensuring that direct reports complete the training timely. Reads periodicals and attends external webinars/workshops to maintain an above average expertise of trends in lending/credit.
- Performs duties to ensure proper identification and information gathering of all parties subject to SBIC's Customer Information Program (CIP) and Customer Due Diligence Programs. Reports any Suspicious Activity to the BSA Officer or designee if found.

REQUIREMENTS:

- Bachelor's (B.A/B.S.) or equivalent.
- Minimum 5 years of middle market commercial banking sales experience or equivalent combination of education and experience.

SKILLS AND KNOWLEDGE:

- Strong understanding of banking products.
- Demonstrated sales skills.
- Superior portfolio management and business development skills.
- Strong negotiation and marketing skills with an ability to build and close new relationships. Strong business network.

- Proven record of achieving or exceeding deposit and loan goals.
- Excellent interpersonal skills with ability to engage all levels of individuals and establish relationships.
- Business leader with an extensive network of business relationships

QUALIFICATIONS:

To perform this job successfully, an individual must be able to meet minimum qualifications. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

TO APPLY: If you would like to apply, please submit your resume via email at careers@sbical.com.