

Family First Federal Credit Union, located in Great Falls, MT is seeking a new President/CEO for our nearly \$20 million credit union. The successful candidate needs to be passionate about helping those in our community access affordable products and services to improve their financial future, be a leader who can work with and motivate our team of 4 employees, be a manager of multiple projects and deadlines, be diligent in working with the board of directors to implement our strategic plan, be willing to personally do the job in every aspect of the credit union's operations, and be open to continuing to learn and build their knowledge of the credit union industry.

In this position, you will provide the strategic direction, vision, and leadership to ensure the financial stability of the credit union and to maintain a high level of member satisfaction. This position is responsible for planning, directing, and controlling all Credit Union activities and operations, in accordance with Credit Union plans, policies, directives and activities as established by the Board of Directors. Manages all functional areas of the credit union while striving to balance the needs of members, employees, and the credit Union.

The CEO/Manager is **responsible for the following:**

- Plans, directs and implements all Credit Union operations, programs, policies and procedures.
- Provides strategic leadership and/or direction in all Credit Union functions to include: accounting, ALM, business development, compliance, facility management, human resources, investments, lending, marketing, operations, retail services, risk management and security.
- Manages the day-to-day operations of the Credit Union to ensure outstanding member service, promote products and services, and achieve the goals of the credit union.
- Develops, recommends, and implements financial policies and procedures, to include creation and management of operating budget.
- Analyzes work flow of the Credit Union on a continuous basis and make changes to improve efficiency and reduce cost.
- Ensures that the Credit Union is in compliance with federal laws and regulations set forth by the National Credit Union Administration and other states and federal regulatory agencies.
- Recruits new employees when necessary, manages staff, and evaluates the job performance of Credit Union employees to ensure quality service to members.
- Conducts business development activities to promote the growth and development of the Credit Union. Builds positive relationships with the field of membership and with appropriate trade associations and organizations.

Requirements for this position:

- Bachelor's degree in related field (Accounting, Finance).
- Minimum of three to five years' experience in a Credit Union.
- Consumer lending experience is strongly desired. Some Real Estate lending experience helpful.
- At least 2 years managing employees in a credit union or banking environment.
- **Will consider equivalent combination** of education and experience.

Also

- Strong understanding of credit union accounting and financial operations.
- Excellent communication skills
- Ability to build rapport with members, employees, board members, and other members of the community.

About this position:

- Salary \$60,000 to \$70,000 depending on qualifications
- Full-time and In-person (not remote)
- Monday through Friday (only possible weekends for educational opportunities)
- 401K, health/vision/dental insurance, paid personal leave, life and long-term disability insurance

Who is Family First:

We are about 1,700 individuals who want to be treated honestly by our financial institution. We want our credit union leader to inspire confidence that the services and loans offered are reasonably priced and will benefit both the member and the credit union. We want our trust in the credit union to mean that the information and education provided will help us build a better future for our families.

To apply:

Submit a cover letter and resume to Scott Smith, Board Chair at smitscos@outlook.com by October 31, 2023