

PERFORMANCE PROFILE – Commercial Lender

Position Overview

The best commercial lender is driven and focused on business development and has the ability to close \$10 million worth of commercial loans within the first year. They are out in the community networking and building relationships, as well as developing rapport with internal teams. They excel at making a business case with a variety of ideas for potential improvements for credit process. A personal history of team collaboration and loan software capabilities is key in this role.

Organization

A strong predictor of success for a commercial lender is persistence, creative thinking, self-motivation to get the deal done and a focus on what's best for the client and the bank. This is a fast paced environment where loan committee meetings have less "red tape" and politics. Must be open to cutting edge technology and work well in a community bank atmosphere. The commercial lender works in a credit culture that takes appropriate risks where a quick "yes" or "no" is given to the client and has the opportunity to close quality loans and contribute to deposit goals, resulting in increased sales and improved profitability, which will take the bank to the next level.

Performance Objectives

- 1. Network and prospect:** Contact everyone in current network about new position at the bank during the first 30 days. With the help of a marketing press release, new network will begin to grow as well.
- 2. Foster relationships with team:** Within first month, build rapport with team of fellow commercial lenders as resources, commercial processors and credit analysts as teammates and all bank employees as referral sources.
- 3. Create a pipeline:** Through active networking and prospecting a pipeline of loans will be created within the first quarter.
- 4. Closing Loans:** Within 6 months deals valued at approximately \$5 million total will be closed. Partner with credit analysts and processors for timely and accurate loan documentation and exceed client expectations at closings.

Experience

A commercial lender for the bank needs to have at least 3 to 5 year's conventional background (SBA preferred), including a motivation to build relationships with clients and team, create a referral base and sell, as well as a history of follow up, sense of urgency, detail orientation, critical thinking and creative loan structuring.