

VP Compliance & BSA Officer

Are you an experienced community bank Compliance/BSA Officer? Do you want more than your current position offers you? Then come and join our amazing and dynamic compliance team.

Our employees describe their work environment as “inclusive, decisive, collaborative, respectful and open” and Commerce State Bank has been recognized as top workplace by the Milwaukee Business Journal for three consecutive years running. Sounds like a great place to work doesn't it and it is! In addition, our employees enjoy the perks of a competitive hourly wage, plus generous 401k match and profit sharing program.

Below are further details on what makes a successful Compliance/BSA Officer here at Commerce. Don't wait - apply today!

Position Overview

The best VP Compliance & BSA Officer is knowledgeable in all areas of compliance/BSA/AML regulations, laws and requirements across the bank (deposits, cash management, retail, commercial, mortgage etc.). Is viewed as a trusted business partner and resource to all business lines. Is a strong decision maker and communicator and works well with a variety of personalities to achieve results. They excel in keeping the bank in regulatory compliance, passing exams and audits, as well as being a day-to-day compliance resource to all employees. A strong personal history of compliance and BSA work at community banks as well as experience in building a robust effective compliance program is key in this role.

Organization

A strong predictor of success for a VP Compliance & BSA Officer is the ability to create positive internal relationships, while being recognized as the trusted resource on all compliance and regulatory topics. They will be a key partner to every line of business in the bank and will understand in detail the bank's business lines and products. As a very autonomous position with a hands-off manager, an independent worker and strong decision maker and communicator will excel. At a fast growing community bank the VP Compliance & BSA Officer has the unique opportunity to grow and expand the role and build a Compliance Department.

Performance Objectives

- 1. Systems/Software Knowledge:** will develop a strong understanding and working knowledge of Bankers Toolbox BAM (the bank's compliance software); FIS (the bank's core provider); and RiskOptix (the bank's observation management tool) within the first 30 days.
- 2. Team Building:** developing a strong working relationship with the Compliance Analyst and providing strong training and mentoring to the same within the first 30 days.
- 3. Relationships and evaluation:** Strong internal relationships with each business line will be established within the first 45 days.
- 4. Partnership and action:** Will be viewed as a trusted partner and resource by all employees within the first 90 days.

5. **Analysis and improvements:** Will have critically analyzed the department along with its processes and procedures and have begun to recommend and implement efficiencies and improvements (if any are needed) within the first 90 days.

Experience

A VP Compliance and BSA Officer needs to have 5 – 10 year’s broad compliance/BSA experience at a community bank and the skills and willingness to grow the compliance department within the bank to our ultimate goal of \$1B in assets. A Certified Regulatory Compliance Manager (CRCM) qualification or equivalent is a plus.

Commerce State Bank provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.