



Come join us!

We are a thriving, independent community bank, fully immersed in the evolution of a brand culture that is rooted in the heart of our organization. Together, we stand united in the knowledge that we are people who want to make a difference and be part of something bigger than ourselves. We do this through demonstrated:

- Passion and Drive
- Highly motivated professionals driven to succeed
- Shared Vision and Thinking
- Unwavering commitment to collaboration
- Focus and Performance
- We expect the highest performance level from ourselves and our coworkers, and we hold each other accountable in our pursuit of this expectation.

We encourage and support continued learning to help us grow as individuals, personally and professionally. We foster and create opportunities for our continued success, recognizing and rewarding all those who make it possible.

We're looking for qualified candidates who are authentic, optimistic, respectful, and inspire belief to stand united with us as a valued member of the Eagle Bank team.

All positions require:

- Professional appearance and approach
- Excellent attention to detail, interpersonal and communication skills
- Ability to adapt to changes in the work environment, managing competing demands and able to deal with frequent change, stress and/or unexpected events.
- Proficient use of computers and technology (i.e. PCs, tablets, smartphones, electronic banking, MS Office, etc.)
- Compliance with all Eagle Bank policies, procedures, performance and culture standards and expectations, as well as state and federal regulations.

We offer competitive salaries, a hybrid work environment, an excellent benefits package, including immediate enrollment in our 401(k) plan, and a generous PTO plan including 11 paid holidays.

Please submit your resume through [Indeed.com](https://www.indeed.com). Thank you!

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

**External and internal applicants, as well as position incumbents who become disabled as defined under the Americans with Disabilities Act must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.*

Career Opportunities

SVP, Brand Strategy (Full time) Peabody

Summary: Shapes and defines the Bank's brand identity, positioning, and perception in the market and ensures consistency thereof. Develops strategies and brand stories that differentiate the Bank, attract target audiences, and drive brand loyalty and recognition. Works collaboratively with all functional areas to enhance the overall customer experience. Develops cohesive brand strategies that align with business objectives to position the Bank for sustainable, long-term profitable growth.

- Complies with all Eagle Bank policies, procedures, performance and cultural standards and expectations, as well as state and federal regulations.
- Fosters a positive environment by modeling cultural expectations of accountability, inclusion, flexibility, continuous improvement and collaboration as a results-driven leader with an optimistic, can-do attitude.
- Creates brand guidelines and standards to maintain brand integrity and coherence in all visual, verbal and written communications across all channels and media. Ensures brand consistency in all customer and public interactions.
- Leads the development, implementation and execution of strategic brand, marketing and communications plans/campaigns by encouraging collaboration across departments to ensure initiatives build strong organizational reputation and advance business objectives and organizational brand.
- Analyzes and interprets changing market, competitive, and industry dynamics and trends to determine the effect on current business, and uses this information to formulate brand, sales, marketing and new product development strategies, actions and tactics.
- Identifies customer needs, conducts market research and recommends new business development opportunities in both, new products or new markets, including analysis and recommendation of target market segments.
- Monitors and analyzes competitor branding strategies and market dynamics to identify growth opportunities.
- Stays updated on industry trends, consumer preferences, and emerging technologies to recommend innovative brand strategies and tactics.
- Develops KPIs relevant to branding, marketing and sales efforts. Measures performance related thereto and makes changes based on results to maximize the Bank's return on investment regarding brand/marketing endeavors, campaigns, etc.
- Represents the Bank through membership in CRA-eligible organizations and/or civic/community membership. Participates in the Bank's sponsorship and support of various civic and community activities.

Position specific requirements

- Bachelor's Degree in Marketing, Communications, or a related field required.
- Demonstrable experience as a Brand Strategist, Brand Manager, or similar role with a minimum of five years in brand development and management, including digital marketing, social media strategy and content marketing required.
- Ability to practically apply branding/marketing/communications principles, concepts and standards required.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

**External and internal applicants, as well as position incumbents who become disabled as defined under the Americans with Disabilities Act must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.*

- Proven strategic and creative thinking, research, analytical, planning, project execution and management, follow-through, interpretation of data and consumer insights, presentation of research findings, verbal and written communication skills, interpersonal skills, with the ability to influence and collaborate effectively required.
- Ability to adapt to changes in the work environment, manage competing demands and deal with frequent change, stress and/or unexpected events.
- Proficient use of computers and technology required (i.e. Internet, PCs, MS Office, etc.).

VP, C&I Loan Officer (Full time) **Everett**

Summary: Provides support to the Loan Servicing department including payment processing, insurance monitoring, and escrow insurance disbursements.

- Complies with all Eagle Bank policies, procedures, performance and cultural standards and expectations, as well as state and federal regulations.
- Originates C&I loans as well as establishes and maintains related deposit balances in accordance with budgeted goals and objectives.
- Makes C&I loan decisions within assigned limits and makes recommendations to the Chief Loan Officer and President/C.E.O. for approval.
- Conducts business development activities. Establishes relationships with local professionals and makes calls on area businesses with Business Development Officers.
- Services existing banking relationships as account officer, e.g. ensures receipt of updated financial statements, follows up on customer needs, and makes visits to customer sites as warranted. Ensures documentation files are complete.
- Monitors loan status of assigned accounts annually to determine any changes in financial condition or business climate, including loan covenants and conditions.
- Coordinates loan workout and collection activities for assigned accounts.
- Utilizes the Bank's information systems to track/communicate business development activities, referrals and prospects.
- Monitors competitor's products and services, and provides input for new product/service development.
- Monitors ongoing trends and developments in banking, C&I lending, various business-related industries, and the economy.
- Represents the Bank through visible leadership involvement in various community, civic and industry related activities. Pursues CRA-related endeavors.

Position specific requirements

- High School diploma required; Bachelor's Degree in Business, Accounting or Finance preferred.
- Minimum five years' bank lending experience required with a C&I focus.
- Proven sales, networking, relationship building, organizational, decision-making, detail orientation, multi-tasking, planning, time management, analytical, problem-solving, negotiation, interpersonal, follow-through, public speaking, and presentation skills required.
- Ability to practically apply lending/credit mathematics principles/concepts, etc. required.
- Ability to adapt to changes in the work environment, manage competing demands and deal with frequent change, stress and/or unexpected events.
- Proficient use of computers and technology required (i.e. Internet, PCs, MS Office, etc.).

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

**External and internal applicants, as well as position incumbents who become disabled as defined under the Americans with Disabilities Act must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.*

Loan Servicing Representative I (Full time) Everett

Summary: Provides support to the Loan Servicing department including payment processing, insurance monitoring, and escrow insurance disbursements.

- Complies with all Eagle Bank policies, procedures, performance and cultural standards and expectations, as well as state and federal regulations.
- Processes all loan payments, including payoffs, monitors payment rejects, processes loan advances, remits payment to SBA and works on loan exception items.
- Monitors insurance on all loans for cancellations/reinstatements. Places loans with cancelled insurance on forced placed coverage. Processes payments from escrow accounts for insurance payments.
- Sorts and distributes daily mail.
- Communicates payoff information as requested and issues refunds of payoff when necessary.
- Prepares and sends out discharges for paid off loans, conducts research, and prepares confirmatory discharges.
- Creates and maintains all automatic transfers for loans.
- Handles the monthly PMI bills and disbursements from escrow accounts.
- Performs weekly/monthly rate changes on core system.
- Performs file maintenance changes on loans.
- Works with real estate tax service to pay customer tax payments, adds loans to the tax service provider for tracking, verifies real estate tax payments for non-escrowed loans.
- Provides credit references.
- Conducts research as needed.
- Responds to call center requests related to loans.
- Functions as primary back-up to Loan Servicing Rep II as needed.

Position specific requirements

- High School diploma or equivalent required.
- Minimum one year loan servicing required.
- Attention to detail, organizational and customer service skills required.
- Ability to adapt to changes in the work environment, manage competing demands and deal with frequent change, stress and/or unexpected events.
- Proficient use of computers and technology required (i.e. Internet, PCs, MS Office, etc.).

Sales and Service Associate (Full time) Everett

Summary: Supports branch sales and operations by proactively assisting customers with service requests and performing cash and non-cash transactions on customer accounts. Identifies customer needs and provides solutions and referrals for products and services as appropriate. Participates in team efforts to achieve branch goals including core deposits and loan referrals.

- Provides internal and external customer service as needed, including but not limited to: greets customers, handles cash and non-cash customer account transactions and servicing functions, responds to product/service/customer/account inquiries, resolves/escalates customer issues as necessary/appropriate, educates customers on how to conduct simple transactions through self-service technologies, etc.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

**External and internal applicants, as well as position incumbents who become disabled as defined under the Americans with Disabilities Act must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.*

- Identifies customers' needs as it relates to the appropriate selection of retail/commercial deposit products and services; opens accounts and assists customers in proper completion of account paperwork and transactions; reviews documents/data entry for accuracy and completeness.
- Cross sells products and services and makes appropriate referrals to other staff members and departments.
- Actively participates in branch promotions, generates qualified loan referrals and contributes towards branch product and service origination goals.
- Maintains working knowledge of all products, services and regulatory requirements.
- Manages personal cash drawer, including daily drawer balancing, check balancing, and drawer limits as needed; assists with branch opening and closing.
- Functions in the capacity of Teller/Sales & Service Associate in any branch location as requested/required.
- Organizes and maintains workstation in a neat manner, in accordance with Bank standards.

Position specific requirements

- Minimum two years' high school completed or equivalent required.
- Minimum one year customer service experience required; cash handling a plus.
- Excellent attention to detail, interpersonal and communication skills required.
- Full proficiency in performing Teller/Sales & Service Associate functions at all branch locations required.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required.

**External and internal applicants, as well as position incumbents who become disabled as defined under the Americans with Disabilities Act must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.*