



## 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**. Thank you!

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# Career Opportunities

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

**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; Bachelors' 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.).

## **VP, Retail Banking Team Leader** (Full time) **Kennebunk, ME**

**Summary:** Serves in the capacity of Retail Banking Team Leader for southern Maine/southern New Hampshire. Plans, directs and oversees the Bank's southern Maine/southern New Hampshire retail franchise including sales, operations, business development, market share, and expansion. Generates deposit growth

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and loan referrals in accordance with budgeted goals and objectives. Works closely with the Senior Management team, with overall responsibility for the southern Maine/southern New Hampshire Retail market area, and participates in the formulation and execution of Bank's annual budgets, plans, policies and objectives with respect to southern Maine/southern New Hampshire.

- Complies with all 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.
- Interviews, hires, orients, coaches, trains, and evaluates staff. Collaborates with Human Resources on recruitment, retention and employee relations strategies. Selects and provides for the continuing development of staff to ensure effective succession planning.
- Directs the development of long and short-range strategic and business plans, policies and budgets for the southern Maine/southern New Hampshire Retail Market division in support of the Bank's goals and objectives.
- Participates in the development, implements, oversees the execution of and monitors the Bank's evolving southern Maine/southern New Hampshire retail sales culture, including but not limited to: in conjunction with the Bank's SVP/Retail Banking Officer develops and recommends sales and sales incentive plans, establishes goals and objectives, implements sales management and business development coaching initiatives to support a culture of accountability, and conducts training (sales, service, products, services, etc.).
- Through calling efforts and other business development activities, nurtures customer/community relationships, generates deposit growth and residential, commercial and consumer loan referrals in accordance with budgeted goals and objectives.
- Conducts research and analysis, and develops and maintains actionable reporting on competitive activities and trends, the banking industry, market conditions for southern Maine/southern New Hampshire.
- Proactively guides the sales activities of the Sales and Service Manager and branch staff toward achievement of established branch goals.
- Works with the Bank's Senior Management team to identify new potential business growth opportunities for the Bank's southern Maine/southern New Hampshire retail franchise.
- Represents the Bank through visible leadership involvement in various community, civic and industry related activities and other business related organizations and community service agencies, from which business development results can be achieved.

#### **Position specific requirements**

- High School diploma or equivalent required.
- Minimum five years' experience developing and executing retail bank sales strategies/programs/plans by analyzing trends, competition, products & partnering opportunities required.
- Demonstrated initiative and practical application of exceptional sales and customer service skills required.
- Ability to provide effective sales/customer service training; ability to motivate and engage employees in ongoing sales campaigns/promotions required.

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- Proven leadership, management, sales, networking, relationship building, organizational, decision-making, detail-orientation, teamwork, planning, time management, analytical, problem-solving, negotiation, interpersonal, follow-through, public speaking and presentation 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, tablets, smartphones, MS Office, electronic banking, etc.).

## **Sales and Service Associate** (Full time) **Everett, MA & Boston, MA**

**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.
- 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.

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