

Fargo Public Schools FCU President/CEO

Fargo Public Schools Federal Credit Union has been led by an inspiring and visionary leader with 40 years in the industry, 6 years as President, and managing two locations in Fargo. Ms. Mari Gagelin will be retiring in 2024, and as part of the CEO succession planning process, the credit union is seeking her successor. The credit union is supported by the Fargo Public School system and has a healthy foundation to build upon.

The Mission/Vision of the FPSFCU is through its commitment to Fargo Public Schools and the community, Fargo Public Schools Federal Credit Union provides services to meet its members' financial needs.

The Board of Directors is intent on selecting a President/CEO who brings vision, strategy, and the ability to build relationships that support the credit union's commitment to being an autonomous organization focused on serving the financial needs of the FPS employees and their families.

Organization Profile

FPSFCU is a member-owned, democratically operated, not-for-profit organization managed by a volunteer board of directors. Chartered in 1934, the credit union manages \$56 million in assets, serves over 2,300 members, and employs 8 people. The credit union has two locations in Fargo, North Dakota.

Candidate Leadership Traits

The following narrative descriptions will guide the Board's screening and decision-making process, seeking someone who embodies the style and leadership traits described below.

Interpersonal Skills

Our President/CEO will have an authentic interest in other people and be fully committed to building success through collaboration. While always open to the opinions and ideas of others and willing to seek out other's perspectives, the President/CEO will be a curious learner, collegial, and decisive in building and executing a strategic plan.

The successful President/CEO candidate will be an exceptional communicator, able to convey ideas and plans in writing and verbally. Experience speaking to small and large audiences, including through delivering compelling presentations that inspire, motivate, and inform will help our President/CEO to be successful in Board meetings, employee, and membership interactions.

Serving a large number of stakeholders, the President/CEO will work to represent the best interests of many, knowing there may be times when compromise is necessary or tough messages must be communicated. When holding difficult conversations, the President/CEO will always deliver those messages with clarity, tact, and empathy, following up with a solution that ensures continued collaboration moving forward.

Knowledge/Functional Expertise

The President/CEO will understand the value of a credit union dedicated to the well-being of its members. The President/CEO should be prepared to lead a small team of committed professionals, oversee business operations, and report to the Board of Directors.

CEO Position Description & Candidate Qualifications

Plan, direct, and control all credit union activities in accordance with credit union plans, policies, directives, and activities as established by the board of directors. Responsible for ensuring financial stability and member satisfaction commensurate with the best interest of the members, the employees, and the credit union. Provide strategic direction, vision, and management in all functional areas.

Duties and Responsibilities

- Direct all credit union operations, which include planning and implementing programs, policies, and procedures.
- Provide strategic and/or administrative direction and management in all credit union functions including: accounting, ALM, compliance, facility management, finance, human resources, investment, lending, marketing, operations, risk management, and security.
- Manage the day-to-day operation of the credit union and establish office procedures to utilize staff and facilities most efficiently, to promote products and services, to provide outstanding member service, and to achieve the goals of the credit union.
- Develop, recommend, and implement financial policies and procedures.
- Ensure the credit union follows the federal laws and regulations set forth by the National Credit Union Association (NCUA) and other State and Federal regulatory agencies.
- Recruit and select quality applicants for management vacancies, ensuring that the credit union is adequately staffed with solid employees.
- Develop and oversee a budget for the credit union that is consistent with the overall strategic plan.

- Evaluate the job performance of credit union employees to ensure quality service to members.
- Conduct management meetings on a regular basis to insure the dissemination of information exchange of ideas, resolution of problems discussion of trends, etc. Ensure the information is communicated throughout the credit union.
- Build positive relationships with the field of membership, and with appropriate trade associations and organizations.
- Provide direction to the Board on compensation philosophy. Plan and recommend appropriate wage and salary structure in accordance with that philosophy.
- Plan and oversee the employee benefits program, balancing internal demand equity in the marketplace, and costs.
- Manage security and safety for the credit union, analyze security and safety policies and procedures, and alert staff of any changes in a timely manner.
- Serve as the credit union's liaison with regulatory agency examiners and auditors.
- Perform all in-house payroll procedures, such as entering automated payroll data, processing employee timecards, preparing monthly journal entries, maintaining employee tax deductions and exemptions. Monitor the payroll data for accuracy for each payroll.
- Prepare and submit governmental reports and tax deposits.

Salary Range

\$60,000 - \$114,000 as per industry standards of our sized credit union, depending on qualifications

Candidate Qualifications

Progressive management experience and financial expertise with six years working in a financial services organization. Previous credit union experience preferred.

Preferred Education and Experience

- Bachelor's degree
- An advanced degree is preferred, but not required
- A minimum of four years of financial executive leadership experience is preferred

Application deadline is August 15, 2024. email resumes to: Karla Volrath at volrathkk@gmail.com with CEO Position in the subject line.