



POSITION POSTING

May 2020

CHIEF EXECUTIVE OFFICER

Heritage Credit Union is a full service financial services institution offering a wide range of financial products and services to residents and businesses in the Kootenay communities of Castlegar, Slocan Valley and the West Boundary. With over \$200 million in assets, over 7,300 members, and the Growth Financial Corporation subsidiary, the credit union has demonstrated continued growth and strong capital, liquidity and earnings results. With a robust community investment model, Heritage Credit Union strives to make community partners more sustainable while contributing to healthier and stronger communities in the region. Heritage Credit Union is committed to being a progressive, financially strong, goal-orientated organization that continues to place our members and cooperative philosophy first and foremost.

With the upcoming retirement of our current CEO, the Board of Directors is seeking an experienced and strategic executive who can lead our team. Heritage Credit Union is one of 6 credit unions in the Kootenay Region exploring the potential to amalgamate to create significant benefits for our members, our employees, and our communities (see information at <https://www.exploringstrengthandunity.ca/>). We are looking for a permanent CEO who will support the amalgamation agenda, and who sees opportunity in both potential outcomes of this process: leading Heritage Credit Union long-term if the member vote should not support the merger, or joining a new \$2.5 billion asset credit union in a non-CEO leadership capacity if the merger succeeds.

This opportunity is located in Castlegar, BC, the commercial services center for the West Kootenays and a hub for outdoor activities such as skiing, camping, hiking, golfing, fishing and mountain biking. The region is known for its world-class recreational activities, beautiful rocky mountain scenery, and friendly and diverse small towns.

Vision Statement

Working in partnership, providing value to our members, clients, employees and communities

Mission Statement

We provide valued financial services, remaining dedicated to our cooperative principles, while operating in a financially sound manner.

The Opportunity: Chief Executive Officer

The Chief Executive Officer (CEO) will collaborate, partner and lead through some challenging times ahead, instilling confidence in the team, the board, and with members. Building on a strong foundation of financial profitability and a committed staff team, your top priorities over the first 18 – 24 months in this role will be:

- To ensure Heritage continues to be strong and healthy, including: sound financial and risk management, a supportive and engaging culture, and maintaining our high standard of service to our members and communities;



- To fully engage in the amalgamation efforts, driving towards a successful merger outcome;
- To lead pandemic recovery – not only for the credit union, but for the members, local businesses, and communities we support.

To achieve this, you will be a proven leader with a track record of successful strategic execution in financial services. You have the experience to draw on, the flexibility to adapt to changing circumstances, and the ability to make and lead decisions through ambiguity.

Your experience includes financial management and control, commercial lending – ideally in a small community environment, risk management, and working with technology and digital services. You are familiar with the operating procedures of financial institutions in Canada and are abreast of relevant regulatory, technological and social developments and trends.

You have a collaborative approach, building relationships founded on shared success with employees, board members, other credit union leaders and partners – and ultimately members and within the Heritage communities. You welcome the opportunity to be a visible leader in our communities and a collaborator within the credit union system.

You have experience building a strong organizational culture, challenging and supporting your team to achieve individual and organizational goals. You have successfully led in a unionized workplace, and have respect for the collective agreement and collective bargaining processes.

Your background includes a combination of education and financial services leadership, preferably in the credit union environment. Insurance knowledge is preferred, and the CPA designation would be an asset.

Heritage Credit Union offers a competitive executive compensation and benefits package. We will consider relocation support for the right candidate. To learn more about Heritage Credit Union please visit our website at www.heritagecu.ca

For more information on this opportunity, please contact Cindy Dopson at recruitment@central1.com.

We encourage all interested applicants to send a resume and cover letter to:

People Solutions - Central 1 Credit Union
Attention: Cindy Dopson, Consultant
Email recruitment@central1.com
Email subject: *Heritage Credit Union, CEO Opportunity*

Please note that we will be reviewing resumes on a rolling basis and welcome your expression of interest as soon as possible. We thank all applicants for their interest.