



Vice President Market Lead Twin Cities Market

Eagle Rock Bank is growing, come join our team!

Eagle Rock Bank is a locally owned and managed community bank with strong values and a commitment to employees who join our bank family. Eagle Rock has proudly served the community since 1996, with 5 locations.

Reports To:	Chief Deposit Officer
Department:	Deposit and Business Services
FLSA Status:	Exempt
Primary Office Location:	Twin Cities
Base Salary:	\$80,000 – 120,000 + Incentive

Position Summary

The VP Market Lead is a senior relationship banking and business development role responsible for growing core deposits, deepening client and shareholder relationships, and strengthening the Bank's presence throughout the Twin Cities Market. As a key representative of the Bank in the local community, this individual develops and maintains referral networks, identifies and pursues new business opportunities, and works to retain and deepen existing client relationships. The Market Lead actively represents the Bank through community involvement, business networking, and relationship-building activities. In partnership with the Chief Deposit Officer, the Market Lead helps execute the Bank's deposit strategy and may provide leadership and oversight to market-based staff.

This is a high-visibility, high-autonomy role suited to an experienced relationship banker who wants ownership over a market's growth trajectory.

Key Responsibilities

- Own and drive core deposit growth within the assigned market.
- Proactively connect with existing clients and shareholders to source referrals to call on and close new deposit relationship clients.
- Develop and execute a market-specific business development plan in partnership with the Chief Deposit Officer.
- Personally cultivate and manage a select portfolio of key strategic deposit relationships, including significant institutional, large relationships, or other high-priority clients.
- Represent the bank with key clients, centers of influence, and industry organizations to support deposit growth, market presence, and the bank's reputation.
- Directly supervise, coach, and develop the; Branch Manager, Deposit Officers and Business Services Representative, providing direction, setting production and performance goals, and ensuring alignment of branch, deposit, and business services activity across markets.
- Report on deposit portfolio performance, growth trends, and market strategy to the Chief Deposit Officer.

Supervisory Responsibility

This position directly supervises the Client Experience Team within the Twin Cities Market, including the Branch Manager, Deposit Officers, and Business Services Representatives. The VP Market Lead also provides leadership, guidance, and support to Client Experience Team members in other markets when serving as a backup resource or when another Market Lead is unavailable. This includes helping ensure continuity of client service, supporting team members with questions or opportunities, and maintaining alignment with the Bank's relationship and deposit strategies.

Qualifications

- Bachelor's degree in business, finance, or a related field; or equivalent experience.
- 7+ years of progressive experience in deposit generation, treasury/business services, or commercial banking leadership, including experience managing multiple teams or functions.
- Demonstrated success developing core deposit growth and new business development.
- Strong network of business and community contracts within the assigned market.
- Strong working knowledge of deposit products, treasury management and basic credit/lending concepts.
- Ability to work with significant autonomy while representing the Bank's brand and risk culture.

Working Conditions

Primarily an office environment, with regular travel to, client meetings, and industry or community events.

Must be able to stand and/or sit for extended period of time. Occasional heavy lifting required. Job requires employee to bend forward by bending forward at the waist, or by bending the legs and spine. Must be able to express ideas by the spoken word, and requires perception of speech.

Eagle Rock Bank offers a comprehensive benefit package to our full time employees:

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|---------------------------------------|--------------------------------|
| • Medical * Dental * Vision | • 401k Retirement Savings Plan |
| • Paid Time Off | • Employee Referral Program |
| • Paid Federal Holidays | • Educational Assistance |
| • Life Insurance | • Employee Birthday Pay |
| • Short Term and Long Term Disability | • Employee Wellness Allowance |
| • Flexible Spending Accounts | |

Eagle Rock Bank is an Equal Opportunity Employer

www.eaglerock.bank