

Head Of Credit

Bermuda Commercial Bank Limited ('BCB') is recruiting a dynamic and results orientated individual to fulfill the role of Head of Credit. This individual will be responsible for the end-to-end delivery and management of credit and lending products and services to BCB's customers. This customer-facing role involves leading client engagement on credit related services, structuring and underwriting all domestic and international lending, management and oversight of BCB's lending portfolio, ownership and development of all credit products, systems and processes and provision of management information and reporting as it relates to credit and lending.

Role and Responsibilities:

- Working alongside the relationship management team to lead client engagement on credit and lending products and services.
- Undertaking credit analysis of potential lending opportunities for inclusion in the Bank's loan portfolios and ensuring that these are approved commensurate with risk appetite, policies, risk-adjusted return thresholds and delegated authorities;
- Providing credit expertise regarding portfolio composition, expectations and regulatory requirements.
- Identifying significant trends and emerging threats to the Bank's portfolios and, where necessary, recommending mitigating action.
- Driving engagement with market participants (whether brokers, counterparty banks, loan trading/syndication desks etc) or ancillary services (real estate valuers, agents and legal firms) to support bank strategies.
- Presenting credit information to Relationship Managers, executive management, and other key stakeholders.
- Ensuring that arrears are identified and managed effectively and efficiently seeking solutions to resolve problem loan situations and, where appropriate, restructuring facilities to protect the quality and profitability of the Bank's portfolios in order to minimise financial loss.
- Establishing, implementing, managing and reviewing the credit underwriting and approval process and procedures to protect the credit quality of the Bank's portfolios.
- Engagement with the Risk department to ensure consistent alignment between first line and second line of defence in the management of credit risk.
- Maintaining bank-wide operating procedures, guidelines and policies.
- Management of a team to support delivery, and;
- Providing training and guidance to Bank staff, as needed and planned.

Person Specification:

- A bachelor's degree in a numerate field.
- Candidates with either accounting designation or credit management qualification are preferred.
- A minimum of 10 years' lending and credit experience in both commercial and retail banking environments ideally in an underwriting and credit sanction capacity.
- Strong current and working knowledge of industry standard credit policies, credit analysis, procedures, and end-to-end processes.
- Knowledge of the Bermuda banking market and the regulatory standards prescribed by the Bermuda Monetary Authority.
- Proven experience providing accurate and detailed financial and non-financial analysis on all types of lending requests, from consumer lending to corporate leverage and structured finance.
- Proven ability to utilise manage information in support of credit risk management.
- Experience influencing a broad range of stakeholders; and
- Flexible, 'can do attitude' suited to an evolving organisation.

Compensation will be commensurate with the successful candidate's experience. References will be requested and verified. Background checks will be conducted on shortlisted applicants.

Interested persons should apply by forwarding an application letter and resume no later than **February 27, 2023** to jobs@bcb.bm or by post to Bermuda Commercial Bank Limited, Attention: Human Resources Department, PO Box HM 1748, Hamilton, HM GX, Bermuda.

Bermuda Commercial Bank Limited offers a variety of regulated services in Bermuda. Bermuda Commercial Bank Limited is licensed to carry out banking business under the Banks and Deposit Companies Act 1999 and to carry out investment business under the Investment Business Act 2003.