



# POSITION DESCRIPTION

 MAJOR, LINDSEY & AFRICA

MAJOR, LINDSEY & AFRICA | 123 N. WACKER DRIVE, SUITE 1050, CHICAGO IL 60606 | 312.372.1010

April 2020

**Farm Credit Mid-America**  
12501 Lakefront Place  
Louisville, KY 40299  
<https://e-farmcredit.com>

**Farm Credit Mid-America (“FCMA”)** has engaged Major, Lindsey & Africa on an exclusive basis to conduct a search for a **Chief Compliance Officer** to be located at its headquarters in Louisville, Kentucky. Motivated candidates who are interested in a progressive, energetic, purpose-driven and collaborative work environment should submit your resume (in MS Word format) to Heather Fine at [hfine@mlaglobal.com](mailto:hfine@mlaglobal.com) and Brandyne Russell at [brussell@mlaglobal.com](mailto:brussell@mlaglobal.com) or to the MLA recruiter who contacted you about this position. Please do not contact the organization directly; all resumes sent to FCMA will be routed to MLA for handling and will create delays.

## CHIEF COMPLIANCE OFFICER – SUMMARY INFORMATION

**Overview:** The Chief Compliance Officer will report directly to the Executive Vice President and General Counsel and serve as part of the Association’s leadership team. The Chief Compliance Officer is responsible for setting and executing the Association’s strategic vision and approach to lending compliance, including maintaining and leading a high-performing centralized Compliance team to achieve departmental and Association objectives.

**Association:** FCMA believes people are its strongest assets and it has more than 1,100 employees located in over 80 offices. For the sixth year in a row, FCMA has been named one of the top 25 “Best Places to Work in Kentucky” in the large company category of 500 or more staff. Headquartered in Louisville, Kentucky, with a \$25 Billion asset portfolio, FCMA is the area’s largest financial institution. FCMA is dedicated to serving over 100,000 customers who are farmers and rural residents throughout Indiana, Ohio, Kentucky and Tennessee. FCMA is expanding its rural consumer mortgage program into other states through partnerships with other Farm Credit Associations throughout the Farm Credit System. For more information, please go to <https://e-farmcredit.com/> and [Rural1st.com](https://www.Rural1st.com).

**Experience:** The successful candidate will have a bachelor’s degree in business, economics, finance, statistics, information technology, or related fields. A Master’s degree, Juris Doctorate (JD), or other applicable certifications (Commissioned Federal Bank Examiner, Certified Regulatory Compliance Manager) is preferred. The right candidate will also have at least ten (10)



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years of progressively-responsible experience in lending compliance or a closely related field, at least five (5) of which have been in a leadership role or comparable demonstrated leadership capabilities. In addition, the right candidate will have the ability to effectively implement compliance processes and evaluate the effectiveness of compliance controls across the Association. **Previous experience as a Chief Compliance Officer, particularly in a financial institution of a similar size or complexity, is a clear advantage.**

**Compensation:** Competitive base and bonus commensurate with experience.

**Location:** Louisville, KY

**Relocation:** Yes. This is a national search.

## ASSOCIATION OVERVIEW

Farm Credit Mid-America is an agricultural lending cooperative owned and controlled by our customers. We are one of the largest associations within the Farm Credit System (73 independent institutions throughout the U.S.). With more than 1,100 employees, we serve nearly 100,000 customers throughout Indiana, Ohio, Kentucky and Tennessee. Since all our customers are members, they have a voice in how the organization is run. Our customers help shape who we are, define the course we take moving forward and decide who will be on the Board of Directors to guide us there.

At Farm Credit Mid-America, we work with a diverse group of people with a wide range of experiences and capabilities. People who are more than a job title. People who work together for a purpose — to secure the future of rural communities and agriculture. We encourage sharing helpful coaching conversations, unrestricted by reporting relationships, for the good of each other, our Association and our customers. Our core values — honesty, respect and commitment — are part of everything we do as we work together to pursue our purpose. Giving back to local communities to create stronger and more economically vibrant places for our customers and employees to live and work is part of who we are and how we live our purpose.

## Strategic Imperatives

- **Provide an Exceptional Customer Experience**  
Add value beyond customer expectations so that customers desire to repeat the experience and tell others about it.
- **Grow Constructively**  
It is important that the portfolio continues to grow and effectively serve the marketplace in a manner that benefits customers now and in the future.



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- **Improve Credit Quality and Administration**

Doing the right things in the right ways allows us to work with customers as they experience challenges. Make quality new loans, provide solid loan administration and responsibly service distressed loans.

- **Maintain Sustainable Financial Operations**

Ongoing diligence will help provide financial strength and position the Association for future success despite economic challenges and changes in regulatory and government policy.

## Priorities

Resources will be allocated to strategic projects that do the following:

- Improve and standardize processes and platforms that enable the sales processes, enhance the customer experience, and improve productivity.
- Contribute to improved earnings and balance portfolio risk vs return.
- Utilize market research to identify value-added products and services that meet customer needs, maximize business value, and increase market share.
- Identify opportunities to build strategic partnerships through collaboration that enable the first and second criterions, and/or provide opportunities for growth beyond our four states.

## POSITION INFORMATION

### Major Responsibilities

Specific responsibilities of the Chief Compliance Officer will include:

- Developing and maintaining a vision and strategic plan to set priorities for the Association's compliance program.
- Serving as an advocate for the culture, integrity, processes and resources necessary to drive compliant operations and practices at Farm Credit Mid-America, with a focus on collaboration, overall business success and internal/external customer experience.
- Promoting a culture of open reporting and creating, through collaboration with the business, the processes to support it.
- Driving continuous improvement of the Compliance Management System and the Association's approach to compliance.
- Providing ongoing leadership to the Compliance Department, compliance program and Association infrastructure to support the organization's products, services, and customers. This includes continuing to strengthen the team's capability as an independent second line of defense function that understands how to partner with the business units while identifying and mitigating compliance risk.
- Building trusted relationships and interacting directly with the Board of Directors, Audit and Risk Committee, the CEO, the Executive Leadership Team and the Senior Leadership



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Team to keep them apprised of compliance risk, mitigation efforts and other relevant compliance related topics.

- Perform other duties as assigned.

## **The Chief Compliance Officer LEADS others and leaders by:**

- Being accountable for the performance, budget and results of a strategically important discipline with Association and Farm Credit System impact.
- Achieving results through others by setting standards, delegating, evaluating performance, correcting deficiencies, developing skills, coaching, hiring & retaining talented individuals, making salary adjustments, and most importantly leading by example.
- Directing regulatory liaison activities including information requests, onsite support, and subsequent follow up.
- Serving as a strong leader for a centralized compliance team to support overall organizational compliance with an ability to coach, influence and collaborate with all team members and key business stakeholders as appropriate.
- Directing the development of compliance action plans to mitigate identified risks to appropriate levels. Responding to alleged violations of laws, rules, regulations, policies and procedures with applicable remediation action plans. Overseeing the ongoing monitoring and reporting of action plan progress. Monitoring non-compliance and escalating any issues where non-compliance is not appropriately addressed.
- Representing and communicating the mission and values of Farm Credit Mid-America. Complying with the organization's conduct and security policies and confidentiality expectations.

## **The Chief Compliance Officer ADAPTS by:**

- Setting vision, strategy and Association priorities in concert with senior leaders and Board of Directors using 5-10 year outlook for the marketplace and succession needs to promote the long-term success of the Association.
- Making decisions guided by Association strategies and priorities.
- Influencing and advocating with the Compliance team and key stakeholders to develop and update applicable compliance-related internal controls including Board policies, procedures, and supporting internal processes.
- Establishing processes to actively monitor and maintain knowledge of applicable legislative and regulatory changes, assessing impact on the organization, and overseeing applicable changes to the compliance program. Determining and executing appropriate coordination with the Legal Department.



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## The Chief Compliance Officer **CONNECTS** by:

- Representing functional expertise and working together with senior leaders to plan for and make Association decisions.
- Networking with other Association leaders, Regulators, Farm Credit System Leader and Peers and/or political organizations to represent the needs of the Association.
- Partnering with Organizational Development to create and maintain a current, relevant and comprehensive training program for ethics and compliance training.
- Partnering with the business to develop and maintain policies, processes and procedures that promote a state-of-the-art compliance program.
- Developing and coordinating compliance and ethics communications across the enterprise.
- Actively collaborating with the Legal Department on legal interpretations and unsettled or complex legal-related issues and corrective action items.
- Representing the Compliance department with applicable committees, workgroups, or project teams. Representing the organization on applicable Farm Credit System workgroups or projects. Interacting and collaborating with compliance professionals and leaders from other entities, including other Farm Credit System institutions.
- Collaborating with business partners, creating relationships of mutual trust and respect.

## Key Qualifications

### Education and Experience

- Bachelor's degree in business, economics, finance, statistics, information technology, or related fields is required. Master's degree, Juris Doctorate (JD), or other applicable professional certification (Commissioned Federal Bank Examiner, Certified Regulatory Compliance Manager) is preferred.
- At least ten (10) or more years of progressively-responsible experience in lending compliance or a closely related field, at least five (5) of which have been in a leadership role or comparable demonstrated leadership capabilities.
- Strong knowledge of applicable federal and state consumer compliance laws and regulations; compliance programs; policies and procedures; consumer lending practices; credit administration; and economic conditions.
- Significant experience and a broad working knowledge of federal and state consumer finance and mortgage lending laws, specifically federal laws and regulations pertaining to the origination and servicing of residential mortgage loans, including but not limited to TILA, RESPA, HMDA, ECOA, FCRA, SAFE Act, Fair Lending and CFPB rules and regulations, is preferred. Experience with Farm Credit Administration Regulations is helpful.



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## Knowledge, Skills and Abilities

- **Knowledge of:** Leadership principles and procedures; applicable federal and state consumer compliance laws and regulations; Farm Credit Administration regulations (desired); compliance programs; policies and procedures; consumer lending practices; credit administration; and economic conditions. Knowledge of industry issues affecting compliance, lending, and business automation and technology.
- **Skills in:** Leadership including strategic planning, talent retention & development, planning and organizing; tact and diplomacy; making decisions, negotiating, mediating, and influencing solutions to problems; verbal communication, public speaking and written communication; handling objections, use of business applications of computers; analyzing and developing solutions to complex problems; implementing and delegating projects and individual team member responsibilities; contributing to long-term strategic objectives; coaching and counseling; interpersonal skills; and consumer compliance and Farm Credit Borrower Rights (desired).
- **Ability to:** Achieve goals through motivating self and others; lead by example; be innovative; implement corporate strategies; demonstrate the values of the organization; be assertive; relate positively to others; listen to internal customers; use business technology to make effective decisions; exercise judgment; analyze and evaluate complex information; be logical and objective; make a decision; reason calmly in potentially stressful situations regarding customers and prospective customers; control situations; schedule and manage time effectively; accept and manage balanced business risk; inspire others; professionally represent the organization.

**FARM CREDIT MID-AMERICA IS AN EQUAL OPPORTUNITY EMPLOYER AND ENCOURAGES DIVERSE CANDIDATES TO APPLY.**

## Process

Please submit a resume in Microsoft Word format with a letter describing your interest and relevant skills addressed to:

**Heather Fine**  
Partner  
[hfine@mlaglobal.com](mailto:hfine@mlaglobal.com)

**Brandyne Russell**  
Managing Director  
[brussell@mlaglobal.com](mailto:brussell@mlaglobal.com)

No calls please. Additional information can be found on [www.mlaglobal.com](http://www.mlaglobal.com). You may be required to complete additional documents to be considered for this position.