

Western Rockies Federal Credit Union

POSITION DESCRIPTION

POSITION TITLE: Assistant Branch Manager

DEPARTMENT: Branch

CLASSIFICATION: Hourly

APPROVED BY: CEO

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Branch Manager

POSITIONS SUPERVISED: Assists in supervising Branch staff

POSITION PURPOSE

Responsible for assisting with the direction and administration of Branch operations. Ensures that established policies and procedures are followed. Oversees the provision of a full range of services to members and prospective members. Ensures that members are promptly and professionally served. Acts as Branch Manager as necessary. Trains, directs, and assists in supervising Branch staff. Performs various Branch functions as required.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

1. **Assumes responsibility for assisting in the supervision of Branch operations.**
 - a. Ensures that operations are conducted in accordance with established Credit Union policies, legal and regulatory requirements, and audit standards. Provides suggestions for improved effectiveness.
 - b. Ensures Branch security. Assists with opening and closing the building in accordance with set hours. Tests security equipment as assigned.
 - c. Ensures that the Branch balances all transactions at the close of each day. Proofs Tellers, runs related reports, and balances the vault at the end of each day. Provides assistance to Tellers as needed.
 - d. Assists with Service Representative functions. Performs duties related to loan processing, certificates of deposit, and IRAs. Handles direct deposit functions and safe deposit boxes. Opens new member accounts.
 - e. Promotes Branch business development and seeks to broaden member base. Actively cross-sells Credit Union products and services.
 - g. Completes required reports and records and ensures that Branch functions are properly documented.
 - h. Assists with implementing changes to established policy and procedures within the Branch.

2. **Assumes responsibility for establishing and maintaining effective coordination and working relations with Branch personnel.**
 - a. Provides assistance, direction, and supervision as needed, including guidance for Loan Officers, Tellers, and Service Representatives.
 - b. Reviews and monitors the work of Branch personnel. Provides suggestions and support as necessary.
 - c. Assists with orientation of new employees and staff training sessions. Ensures that personnel are well trained in all phases of their respective jobs. Performs cross training as necessary.
 - d. Assists with determining appropriate staffing levels and scheduling employees.
 - e. Assists with tracking individual progress and conducting performance appraisals. Formulates and implements corrective actions as needed.
 3. **Assumes responsibility for establishing and maintaining effective, professional business relations with members.**
 - a. Ensures that members' requests and questions are promptly and courteously resolved. Answers members' questions or refers appropriately.
 - b. Ensures the members are informed of Credit Union services, products, and policies. Cross-sells services.
 - c. Ensures that the Credit Union's professional reputation is maintained.
 4. **Assumes responsibility for related duties as required or assigned.**
 - a. Replaces Branch Manager as necessary. Assists with personnel functions as assigned.
 - b. Ensures that work area is clean, secure, and well maintained.
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PERFORMANCE MEASUREMENTS

1. Branch services are efficiently and effectively delivered in accordance with established Credit Union policies and standards.
2. Good business relations exist with members and their questions and problems promptly resolved.
3. Good working relations exist with Branch personnel. Assistance is provided as needed.
4. Required reports and records are accurate and timely.
5. Management is appropriately informed of area activities and of any significant problems.

QUALIFICATIONS

EDUCATION/CERTIFICATION:	High school graduate or equivalent. Additional coursework preferred.
REQUIRED KNOWLEDGE:	Thorough knowledge of Credit Union products, services, and policies. Understanding of Teller/Member Service Representative functions. Knowledge of Loan Officer duties.
EXPERIENCE REQUIRED:	Two to five years of related operations experience required.
SKILLS/ABILITIES:	Strong interpersonal and communication skills. Well organized. Able to operate related computer applications and basic business equipment. Good marketing skills. Good supervisory abilities.

PHYSICAL ACTIVITIES AND REQUIREMENTS OF THIS POSITION

REPETITIVE MOTION:	Movements frequently and regularly required using the wrists, hands, and/or fingers.
TALKING:	Especially where one must frequently convey detailed or important instructions or ideas accurately, loudly, or quickly.
AVERAGE VISUAL ABILITIES:	Average, ordinary, visual acuity necessary to prepare or inspect documents or products, or operate machinery.
AVERAGE HEARING:	Able to hear average or normal conversations and receive ordinary information.
PHYSICAL STRENGTH:	Sedentary work; sitting most of the time. Exerts up to 10 lbs. of force occasionally. (Almost all office jobs.)

WORKING CONDITIONS

NONE:	No hazardous or significantly unpleasant conditions (such as in a <u>typical</u> office).
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MENTAL ACTIVITIES AND REQUIREMENTS OF THIS POSITION

REASONING ABILITY:	Ability to apply logical or scientific thinking to define problems, collect data, establish facts, and draw conclusions. Able to <u>interpret</u> a variety of technical instructions and can deal with <u>multiple variables</u> .
MATHEMATICS ABILITY:	Ability to compute discount, interest, profit, and loss; commission markup and selling price; ratio and proportion and percentage. Able to perform very simple algebra.
LANGUAGE ABILITY:	Ability to read periodicals, journals, manuals, dictionaries, thesauruses, and encyclopedias.

Ability to prepare business letters, proposals, summaries, and reports using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.
Ability to conduct training, communicate at panel discussions and to make professional presentations.

INTENT AND FUNCTION OF JOB DESCRIPTIONS

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills, and abilities included have been determined to be the minimal standards required to successfully perform the positions. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all-inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.

In accordance with the Americans with Disabilities Act, it is possible that requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks to the employee or others or which impose undue hardships on the organization.

Job descriptions are not intended as and do not create employment contracts. The organization maintains its status as an at-will employer. Employees can be terminated for any reason not prohibited by law.