



AVP Corporate Sales

Department:	Corporate Services
Reports To:	VP/Chief Corporate Banking Officer
Classification:	Exempt, G14
Pay Range:	\$98,538.35 min. - \$ 123,172.94 mid. - \$ 147,807.52 max
Type:	Full-Time
Location:	Glendora, CA

Purpose:

This role serves as a strategic leader responsible for driving performance and results across the Account Executive and Business Banking teams to achieve and exceed loan and deposit production goals. The *AVP of Corporate Sales* provides visionary leadership over conferences, events, and key initiatives, ensuring strong execution and alignment with organizational objectives. This role acts as a central point of coordination and influence for product rollouts, cross-functional collaboration, and corporate growth strategies.

In addition, the role ensures disciplined oversight of all corporate loan activity, guiding the review, analysis, and approval process while maintaining the highest standards of compliance, risk management, and operational excellence.

Major Duties and Responsibilities:

- Provide visionary leadership and strategic direction for conferences, events, and corporate initiatives, ensuring alignment with organizational growth objectives and brand positioning.
- Lead, inspire, and develop the Account Executive and Business Banking teams to consistently deliver high-performance results, deepen client relationships, and expand loan and deposit portfolios.
- Champion a performance-driven culture, focused on accountability, collaboration, and continuous improvement.
- Recruit, mentor, and develop high-performing talent, fostering leadership capability at all levels within AE and BB teams.
- Oversee and guide the commercial loan lifecycle, ensuring rigorous due diligence, compliance with policies, and effective risk management.
- Provide leadership oversight on credit analysis, ensuring accuracy, sound judgment, and alignment with the Credit Union's risk appetite.
- Drive strategic structuring and pricing of loan opportunities based on risk, industry trends, and financial analysis.
- Partner closely with the Director of Credit to lead collaborative decision-making on loan approvals and recommendations.

- Serve as a key liaison between business development and underwriting, ensuring clarity, alignment, and strong execution.
- Take an active leadership role in enterprise initiatives and product rollouts, ensuring successful implementation and adoption across teams.
- Promote a culture of knowledge-sharing, cross-training, and professional growth across the department.
- Lead efforts to acquire new corporate relationships while strengthening retention through exceptional relationship leadership and client advocacy.
- Ensure the team maintains a deep, working knowledge of loan programs, procedures, and regulatory requirements.
- Perform additional leadership responsibilities as required to support organizational success.
- Other duties as assigned.

Supervisory Responsibilities:

- Directly leads, coaches, and develops team members, fostering a high-performing, accountable, and engaged workforce.
- Sets clear goals and expectations, monitors performance, and provides ongoing feedback to drive results and professional growth.

Qualifications:

- Bachelor's degree in Business, Accounting, Finance, or related field (or equivalent experience).
- 8–10 years of progressive experience in commercial lending, relationship management, and team leadership roles with demonstrated success driving growth and performance.
- Proven track record of leading teams to achieve production goals while effectively managing portfolio risk.

Skills:

- Strong leadership presence with the ability to influence, motivate, and drive accountability across teams.
- Demonstrated success in business development and lead generation within commercial lending.
- Advanced consultative relationship-building skills, including negotiation, influencing, and closing.
- Strong analytical and strategic thinking abilities, with expertise in underwriting and structuring commercial loans.
- Excellent communication skills with the ability to articulate vision, provide direction, and influence stakeholders at all levels.
- Deep understanding of commercial loan documentation and business entity structures.
- Strong customer-centric mindset combined with team-building and leadership capabilities.
- Ability to prioritize and lead effectively in a fast-paced, high-volume production environment.
- Proficiency in Microsoft Office applications.

Pay Scale:

Our pay ranges are built to allow for candidates with various levels of skills and experience to be considered, as well as to allow room for growth and tenure achieved in this role over time. Typically, new-hire salary offers fall within the minimum to midpoint of a pay range for many candidates. Any offer extended to a candidate will be based upon their unique set of knowledge, skills, education, and experience, as well as internal equity.

Disclaimer:

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel classification. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

ADA Compliance Statement:

In compliance with the Americans with Disabilities Act (ADA), ACCU stands ready to accommodate any qualified employee with a disability who can perform the essential duties of their position, as long as necessary accommodations for that employee's disability don't cause an undue burden to the credit union.

To apply, please visit: AmericasChristianCU.com/Apply