

JOB POSITION

Agency Title: Director of Examination Support Activities (Director I-II)
Job Posting Number: 21-01 (Director I-II)
Opening Date: September 10, 2020
Close Date: Until Filled
Monthly Salary: \$5,785 to \$8,562ⁱ

GENERAL DESCRIPTION

Director I - Performs complex (journal level) managerial work providing direction and guidance in financial examination work, strategic operations, and planning. Works under minimal supervision with a moderate degree of latitude for the use of initiative and independent judgement. Work involves providing regulatory review of and responses to credit unions, credit union service organizations and data processing centers regarding their financial condition and compliance with statutory requirements. Also, must develop policies, procedures, guidelines and measurement tools for determining progress in meeting goals; coordinating and evaluating examination program activities; and assisting in the resolution of consumer complaints against credit unions. Works under supervision of Deputy Commissioner and may recommend enforcement actions or corrective programs for institutions. Plans, assigns, and may supervise the work of others.

Director II – Performs advanced (senior level) managerial work providing direction and guidance in financial examination work, strategic operations, and planning. Works under minimal supervision with considerable latitude for the use of initiative and independent judgement. Work involves providing regulatory review of and responses to credit unions, credit union service organizations and data processing centers regarding their financial condition and compliance with statutory requirements. Also, must develop policies, procedures, guidelines and measurement tools for determining progress in meeting goals; coordinating and evaluating examination program activities; and assisting in the resolution of consumer complaints against credit unions. Works under supervision of Deputy Commissioner and may recommend enforcement actions or corrective programs for institutions. Plans, assigns, and supervises the work of others.

GENERAL DUTIES AND RESPONSIBILITIES

- Performs Department review of examination reports to assure accuracy, timeliness and thoroughness of reports, credit union files, working papers and compliance with examination priorities. Makes recommendations and may assist in planning and coordinating rehabilitation efforts of problematic credit unions.
- Communicates with credit unions relative to requirements, results of examinations, and rehabilitation efforts.
- May provide technical guidance and resolves problems presented by examination personnel and credit unions.
- Coordinates and provides guidance to the Administrative Assistant IV in responding to inquiries and complaints regarding credit unions. Ensures that complaints are responded to in a timely and accurate manner. Handles resolution of the consumer complaints.

- Recommends examination policies and procedures for Department. Also maintains and updates the Department's Examination Guide as needed and other resource and procedural references.
- Monitors accuracy of information in internal database programs, prepares internal reports, and recommends enhancements to internal programs.
- Assists Field Supervisors with examination schedules to assure compliance with examination priorities and efficient utilization of staff resources.
- Reviews laws, regulations, policies, and examination procedures of federal or other regulatory authorities which affect credit unions regulated by the Department. Makes recommendations for adoption or issuance of corresponding state documents and assures timely communication of significant matters to appropriate agency personnel and to credit unions.
- Communicates and coordinates with the Deputy Commissioner on matters pertaining to opinions or interpretations requested by examiners, credit unions, or other interested parties.
- Develops training programs and materials to meet specific training needs of the Department's field staff.
- Coordinates and tracks training programs for new and seasoned field staff and formulates policies and procedures pertaining to such training programs.
- Administers the examiner commissioning process to assure fair and thorough evaluation of each candidate.
- May assist with the development of the annual joint examination schedule with NCUA, the tracking of future examinations by the assigned effective date, and the ongoing coordination of joint examination contacts (i.e. regular and remedial examinations) with NCUA. May assist the Field Supervisors in developing and amending the annual examination schedules by region.
- Coordinates with the Deputy Commissioner, the Executive Assistant and the Field Supervisors in recruiting efforts to fill examiner vacancies. Responsible for the initial screening and coordinating/conducting the preliminary interview process to identify qualified applicants for final interviews.
- Reviews and approves payment of expense vouchers of personnel to assure propriety and compliance with applicable laws, rules, and guidelines. Provides oversight/guidance to the Administrative Assistant in tracking overnight travel reported by examiners to support payment of overnight travel stipends.
- May represent the Department at meetings with boards of directors concerning regulatory responses, enforcement actions, conservatorships, or other matters pertaining to the credit union's safe and sound operations; may also represents the Department as speaker or panelist at industry and regulatory meetings, seminars, conferences, and other functions.
- May conduct, or assist with, annual or remedial examinations and/or investigations of credit unions.
- Plans, assigns, and supervises the work of others.
- Performs other work as assigned.

QUALIFICATION REQUIREMENTS

- Graduation from an accredited four-year college or university with a major coursework in accounting, finance, insurance, or related field, and at least nine (9) semester hours of accounting (including basic and intermediate accounting). Experience in a credit union or other financial institution in a managerial capacity may be substituted for a portion of the educational requirement.

PREFERRED QUALIFICATIONS

- **Director I** – Minimum of four (4) years of progressively responsible experience with a financial institution or regulatory agency is required. Such employment should include a broad range of experiences that provide a sound understanding of financial institution operating procedures. Some supervisory or management experience is also desirable.
- **Director II** – Minimum of five (5) years of progressively responsible experience with a financial institution or regulatory agency is required. Such employment should include a broad range of experiences that provide a sound understanding of financial institution operating procedures. Supervisory or management experience is highly desirable.

Additional Skills – Knowledge of statistical analysis and techniques; auditing and accounting standards, and techniques of generally accepted accounting principles (GAAP); financial and industry terminology and practices; and business operating procedures, management controls, and internal reporting techniques.

Skill in the operation of computer systems and associated applications.

Ability to audit financial statements, reports, records, budgets, operational procedures, and forms; to manage projects for timely completion; direct and organize program activities; to establish program goals and objectives that support the strategic plan; to identify problems, evaluate alternatives, and implement effective solutions; to develop and evaluate policies and procedures; to prepare concise reports and correspondence; to apply relevant rules, regulations, and statutes; to communicate effectively; and to plan, assign and supervise the work of others.

Special Requirements:

- Must possess or obtain within 90 days a valid Texas driver's license. Satisfactory driving records are required for driving any vehicle to conduct agency business. Final applicants must certify that personally owned vehicles used for agency business have Texas minimum liability coverage and valid state inspection sticker.
- Final applicants may be subject to an employment credit check, driving record check and criminal background check.
- Individuals selected for this position are subject to an employment eligibility check through e-verify.
- **Director I** – At a minimum, must have worked in a regulatory position within the last two years meeting the job description requirements for the Department's Financial Examiner IV position, or equivalent, to be eligible.
- **Director II** – At a minimum, must have worked in a regulatory position within the last two years meeting the job description requirements for the Department's Financial Examiner V position.

OTHER INFORMATION

- **Important information regarding Ethics and Conflicts of Interest:** If an applicant currently employed by a Texas-chartered credit union is hired, he or she may not work on matters affecting the former employer.
- **Citizenship:** Consistent with the Immigration Reform and Control of 1986 and other applicable laws, all offers of employment are contingent upon the candidate having legal authorization to work in the United States.
- **Drivers License.** Final applicants must possess or obtain within six months a valid Texas Drivers license. Satisfactory driving records are required for driving any vehicle to conduct agency business.
- **Selective Service:** All males born on or after January 1, 1960, will be required to present proof of Selective Service registration on the first day of employment or proof of exemption from Selective Service registration requirement.
- **Records Check.** Final applicants may be subject to an employment credit check, driving record check, and criminal background check. This position requires that the incumbent demonstrate strong personal financial responsibility and integrity.
- **Non-Smoking Agency:** The Department is a non-smoking Agency. Smoking is not permitted in agency offices.
- **Application Requirements:** Applicants must submit a completed State of Texas Employment Application to be considered. Resumes may accompany an application but do not substitute for the application.

The Credit Union Department is an Equal Employment Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, national origin, veteran status, age or disability in employment or the provision of services. A disabled individual requiring reasonable accommodation shall not be denied the opportunity due to the disability. The applicant should contact Human Resources if reasonable accommodation is required during the application process at (512) 837-9236.

ⁱ Salary is contingent upon experience of selected candidate