



Credit Union Department, State of Texas

JOB ANNOUNCEMENT

Job Title:	Deputy Commissioner	Job Posting: 26-02
Agency:	Credit Union Department	Department: CUD - Austin
Location:	914 E. Anderson Lane, Austin, Texas	Salary Group: B33
Annual Salary:	\$160,000 to \$200,679¹	Class Code: 1630
Posting:	Internal and External Audience	Travel: Up to 10%
Occup. Category:	Program Management	Shift: Day
Opening Date:	October 3, 2025	Close Date: November 15, 2025

**** Flexible Start Date:** We are actively recruiting for this position with a preferred start date of November 2025. However, to accommodate the availability of the selected candidate, the agency offers flexibility and will consider start dates in December 2025 or January 2026.

GENERAL JOB DESCRIPTION

The Deputy Commissioner oversees the regulation of all Texas-chartered credit unions, including: assuring credit union compliance with state and federal laws and regulations; determining a credit union's safety and soundness; responding to weaknesses identified in the operation of credit unions to preserve and maintain their financial integrity for the benefit of the credit union's members and economic well-being of the State; supervising internal information technology activities such as program development, hardware and software maintenance, website development and maintenance, and hardware and software purchases; and maintaining direct communication with the Commissioner, members of the Credit Union Commission, elected officials and their staffs, official and representatives of regulated credit unions, and officials of other state and federal agencies.

The Deputy Commissioner serves at the will of the Commissioner.

DESCRIPTION

Performs highly advanced (senior-level) policy administration and managerial work, involving strategic planning, state agency administration, and working closely with the executive director on the day-to-day operations of the agency and/or departments and/or divisions. Supervises the work of others, including staff at the executive level and/or management level. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

- Identifies and manages strategic risks
- Confers with board members, organization officials, and staff members to discuss and resolve issues, coordinate activities, and enhance agency effectiveness
- Acts as executive director in the absence of the executive director

¹ Salary is contingent upon experience of selected candidate

ESSENTIAL JOB FUNCTIONS

- Reports to and maintains close communication with the Commissioner regarding the activities of the Department. May perform duties of the Commissioner in his absence.
- Develops and implements regulatory and supervisory policies related to all areas of supervision to maintain a regulatory system for Texas that promotes stability in the credit union industry in compliance with appropriate laws, statutes, and safe and sound operations.
- Directly supervises and evaluates assigned staff to assure attainment of designated goals, fulfillment of statutory responsibilities, compliance with internal policies and procedures, and enforcement of applicable laws and regulations.
- May serve as the agency's Information Resources Manager (IRM). Oversees the development and maintenance of the agency's IT systems and coordinates with the Texas Department of Information Resources on compliance with statutes related to information technology and resources.
- Ensures appropriate training, development and career progression of the examination staff and other personnel for their effective development and utilization to the Department.
- Serves as public speaker, panel member, or agency representative in various forms of communication to the credit union industry, the Legislature, media, and other State and Federal regulatory agencies.
- Manages budget, short and long-term planning, and personnel for assigned areas of responsibility.
- Demonstrates attributes that foster a workplace of teamwork, leadership, trust and integrity.
- Originates, develops, plans, and achieves goals.
- Performs related duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge:

- Knowledge of local, state, and federal laws and regulations
- Knowledge of business and management principles involved in strategic planning, resource allocation, and leadership techniques
- Knowledge of accounting, budgeting and financial principles
- Knowledge of the principles and practices of public administration and management.

Skills:

- Skill in establishing plans and setting objectives and goals for operations of a large and/or complex state government organization
- Skill in decision-making at an executive level, including assessing risk and using good judgment to inform decisions and recommendations to leadership
- Skill in conflict resolution and working quickly and collaboratively to solve problems.

Abilities:

- Ability to plan, organize, and direct program activities and/or business functions
- Ability to establish program goals and objectives that support the strategic plan
- Ability to identify problems, evaluate alternatives, and implement effective solutions
- Ability to develop and implement agency policies and procedures
- Ability to prepare concise reports
- Ability to make presentations and testify at hearings
- Ability to communicate effectively
- Ability to supervise the work of others.

ACADEMIC REQUIREMENTS

- Experience and/or education in a field relevant to the work being performed. May substitute experience and education for one another, if appropriate and allowed by statute.

MINIMUM QUALIFICATIONS

- Excellent verbal and written communication skills.
- Graduation from an accredited four-year college or university with major course work in business, public administration, or a directly related field.
- At least five years' practical experience in the operations of credit unions during the ten years preceding the application. The required practical experience may consist of experience as an employee of a credit union regulatory agency.
- A person may not be appointed Deputy Commissioner if he or she is an officer, employee, or paid consultant of a Texas trade association in the financial institutions field or if the person's spouse is an officer, manager, or paid consultant of such a trade association.

PREFERRED QUALIFICATIONS

- Five years progressive experience in credit union regulation/examination activities.
- Five years direct management and supervisory experience.
- Demonstrated knowledge of state/federal laws and regulations pertaining to credit unions.
- Excellent verbal and written communication, human relations, and organizational skills.

SPECIAL REQUIREMENTS

- **Application Submission Requirements:** Applicants must submit a signed and completed State of Texas Employment Application to be considered. Resumes may accompany an application but will not substitute for the application.
 - Cover letter summarizing qualifications.
 - An official copy of college transcript(s)
- **Background Checks:** Final applicants may undergo employment credit checks, driving record reviews, and criminal background screenings.
- **Employment Eligibility Verification:** Selected candidates will be subject to an E-Verify employment eligibility check.

MILITARY OCCUPATIONAL SPECIALTY CODES

Veterans: The following resources provide valuable information and additional job opportunities:

- **Military to Civilian Occupation Translator:**
<http://www.careerinfonet.org/moc/>
- **Texas Veterans Commission Employment Assistance:**
<https://www.tvc.texas.gov/employment/veterans/>

The State Auditor's Office has published updated state job descriptions and the Military Crosswalk, which are available on their website:
<http://www.hr.sao.texas.gov/CompensationSystem/JobDescriptions> . Additionally, the related Conversion Manual can also be accessed on their website at:
<http://www.hr.sao.texas.gov/CompensationSystem/ConversionManual> .

ADA ACCOMMODATIONS

In compliance with the Americans with Disabilities Act ([ADA](#)), CUD will provide reasonable accommodation during the hiring process for individuals with a qualifying disability. If reasonable accommodation is needed to participate in the interview process, please notify the person who contacts you to schedule the interview. If you need assistance completing the on-line application, contact the Staff Services Officer, Bianca Sugars, at 512-837-9236 or via email at CUD_HR@cud.texas.gov.

PRE-EMPLOYMENT CHECKS AND WORK ELIGIBILITY

- **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.
- **Driver's License:** Final applicants 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.
- **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 will 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.
- **Benefits:** CUD offers insurance coverage and other benefits available through the [State of Texas Group Benefits Plan](#) administered by the Employee Retirement System of Texas (ERS).

SUBMIT APPLICATIONS TO

Please direct applications to **Biancaja E. Sugars**, Staff Services Officer, Credit Union Department, via email at CUD_HR@cud.texas.gov, mail to 914 East Anderson Lane, Austin, TX 78752-1699, or fax to (512) 832-0278. All applications must be received by 5:00 p.m. on the closing date. [State applications](#) can be obtained from the [Credit Union Department](#) website.

A successful submission includes:

- [State of Texas Application](#)
- Resume
- Coversheet (optional)
- Copy of Official Transcript(s)
- Copy of Certifications

The Credit Union Department is an Equal Employment Opportunity Employer and strictly prohibits discrimination based on race, color, religion, sex, national origin, veteran status, age, or disability in employment or the delivery of services. Individuals with disabilities who require reasonable accommodation will not be excluded from consideration based on their disability. Applicants in need of reasonable accommodation during the application process should contact **Biancaja E. Sugars**, Staff Services Officer at (512) 837-9236.

Nearest Major Market: Austin

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