



Credit Union Department, State of Texas

JOB ANNOUNCEMENT

Functional Title:	Financial Supervisor	Job Posting:	26-06
Job Title:	Financial Examiner VII	Class Code:	1112
Agency:	Credit Union Department	Main Office Location:	914 E. Anderson Ln, Austin TX
Department:	CUD – Dallas Operations	Work Location:	Dallas, TX
Posting Audience:	Internal and External	Occupational Category:	Accounting, Auditing, & Finance
Salary:	\$102,000.00 - \$160,000.00 ¹	Salary Group:	B29
Travel:	Varies including overnight	Standard Hours:	40 hours; Monday - Friday
Work Status:	Full-Time; Regular	FLSA Status:	Exempt
Opening Date:	June 5, 2026	Closing Date:	Until Filled

MISSION AND VISION

The Credit Union Department's mission is to safeguard the public interest, protect the interests of credit union members and promote public confidence in credit unions.

The Credit Union Department is a Texas state agency with responsibility for supervising and regulating state-chartered credit unions. The Department seeks to assure a credit union system in which credit unions soundly manage their risks, maintain the ability to compete effectively with other providers of financial services, meet the needs of their members for credit and financial services, comply with laws and regulations, and provide fair treatment of their members.

GENERAL JOB DESCRIPTION

The Field Supervisor is a critical leadership position within the Credit Union Department (CUD). This role directs and mentors a team of professional financial examiners responsible for conducting risk-focused safety, soundness, and compliance examinations of Texas state-chartered credit unions. The supervisor ensures examinations are thorough, objective, well-documented, and consistent with the Texas Finance Code, CUD rules and regulations, and applicable federal requirements for federally insured credit unions.

This position plays a vital role in protecting the interests of Texas credit union members, maintaining public confidence in the state-chartered credit union system, identifying emerging risks, and promoting sound governance, risk management, and operational practices. The supervisor periodically serves as Examiner-in-Charge (EIC) for complex, large, or troubled credit unions, provides expert guidance on enforcement matters and corrective actions, and reports to the Deputy Commissioner.

¹ Salary is contingent upon experience of selected candidate

SUPERVISION RECEIVED

Works under minimal supervision of the Deputy Commissioner and exercises broad initiative and independent judgment to ensure consistent, high-quality supervision across the CUD's examination program.

ESSENTIAL JOB FUNCTIONS

Leadership, Supervision, & Staff Development

- Provide direct day-to-day supervision, training, mentoring, coaching, and performance management for a team of Financial Examiners (various levels). Foster a collaborative, high-performance team culture aligned with CUD's mission and values.
- Conduct regular performance evaluations, identify training needs, and create individualized development plans to build examiner expertise and support career progression.
- Lead or participate in the recruitment, hiring, onboarding, and ongoing training of new examiners. Assist in developing and delivering internal training programs on examination techniques, regulatory updates, and professional skills.
- Manage workload distribution, examination scheduling, and resource allocation across assigned districts or the statewide examination program to ensure timely completion of examinations and follow-up activities.

Examination Planning, Execution & Quality Control

- Plan, organize, scope, and lead risk-focused examinations of Texas state-chartered credit unions of varying size and complexity. Periodically serve as Examiner-in-Charge (EIC) for larger, more complex, or problem institutions.
- Review, edit, and approve Report of Examination prior to issuance, ensuring accuracy, completeness, consistency with CUD standards, and clear communication of findings, CAMELS ratings, and recommendations.
- Ensure examinations thoroughly and objectively evaluate all key areas: capital adequacy, asset quality, credit risk and concentrations, allowance for credit loss adequacy, management and governance effectiveness, earnings performance and trends, liquidity and asset-liability management; sensitivity to market/interest rate risk, internal controls and risk management systems, compliance with applicable laws and regulations, information security and operational resilience, and other emerging risks.
- Oversee the accurate and timely input of financial and examination data into the Merit examination platform and ensure proper documentation and workpaper standards are maintained.
- Identify institutions requiring heightened supervision or formal enforcement action.

Stakeholder Communication & Regulatory Collaboration

- Lead or participate in board and management exit meetings. Clearly communicate examination findings, ratings, and required or recommended corrective actions in a professional, constructive manner.

- Issue and monitor corrective action plans. Escalate issues appropriately and support the development and execution of formal enforcement actions when necessary.
- Collaborate effectively with federal and other examiners on joint or coordinated examinations, information sharing, and supervisory strategies for dually supervised or federally insured credit unions.
- Prepare clear, concise briefing memoranda, reports, and presentations for the Deputy Commissioner, Commissioner, and other leadership on examination results, emerging risks in the Texas credit union system, and supervisory priorities.

Policy, Compliance, & Special Projects

- Contributes to the development, implementation, and continuous improvement of CUD examination policies, procedures, scoping guidelines, risk assessment frameworks, and quality control standards.
- Stay current on changes to the Texas Finance Code, CUD rules and regulations, NCUA rules and guidance, GAAP, and emerging industry risks. Communicate relevant updates to the examination team and leadership.
- Maintain the highest standards of integrity, objectivity, professionalism, and confidentiality in all interactions with credit unions, colleagues, and external parties.
- Participate in or lead special projects, participate in commissioning panels, speak at industry events, research complaints, or other Department functions as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge:

- Knowledge of state and federal laws and regulations relevant to credit unions; credit union operations; and the principles and practices of public administration and management.
- Knowledge of auditing and accounting standards and techniques; of both statutory accounting principles (SAP) and generally accepted accounting principles (GAAP).

Skills:

- Exceptional leadership, mentoring, coaching, and interpersonal skills with a proven ability to build and develop high-performing, diverse teams and manage performance effectively.
- Superior analytical, critical thinking, problem-solving, and professional judgment skills.
- Excellent written and oral communication skills, including the ability to prepare clear, concise, accurate, and persuasive examination reports and deliver professional presentations to credit union boards, management, and internal leadership.
- Strong organizational, project management, and time management skills; ability to manage multiple priorities, meet deadlines, and adapt in a fast-paced regulatory environment.
- Possess a high level of personal integrity and professionalism.

914 East Anderson Lane, Austin, Texas 78752-1699

Agency E-Mail: [cudmail@cud.texas.gov](mailto:cudmail@ cud.texas.gov) • Telephone (512) 837-9236 • FAX (512) 832-0278

Abilities:

- Ability to handle complex or sensitive situations with tact and objectivity.
- Ability and willingness to travel overnight for on-site examinations or training conferences.
- Ability to maintain strict confidentiality of sensitive examination and regulatory information.
- Ability to manage projects for timely completion, supervise the work of others, and provide guidance and support to ensure high-quality outcomes.

ACADEMIC REQUIREMENTS

- Graduate of an accredited four-year college or university with major coursework in accounting, finance, economics, business administration, or a closely related field. A minimum of nine (9) semester hours in accounting (including basic and intermediate accounting) is required.
- Master's degree, CPA license, Certified State Credit Union Examination Supervisor (CSCUES), or other relevant professional certification is strongly preferred.

REQUIRED QUALIFICATIONS

- Minimum of nine (9) years of progressively responsible professional experience in examination, supervision, regulation, internal audit, or external audit of financial institutions. Managerial experience in a credit union or other financial institution may substitute for a portion of the regulatory experience requirement.

SPECIAL REQUIREMENTS

- **State of Texas Application Submission**
- **Background Checks:** Final applicants may undergo employment credit checks, driving record reviews, and criminal background screenings. This position requires that the incumbent demonstrate strong personal financial responsibility and integrity.
- **Skills Assessment:** To verify qualifications, a skills assessment may be conducted to be considered for an interview. Candidates will be notified regarding details of the assessment procedures.

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, Biancaja Sugars, at 512-837-9236 or via email at CUD_HR@tud.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.
- **Employment Eligibility Verification:** Selected candidates will be subject to an E-Verify employment eligibility check.
- **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).

APPLICATION SUBMISSION

Please direct applications to **Biancaja E. Sugars**, Staff Services Officer, Credit Union Department, via email at CUD_HR@tud.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 the Staff Services Officer at (512) 837-9236.

Nearest Major Market: Dallas