



## Head of Credit Recovery

The purpose of the role is to actively manage the Bank's problem loan book and to minimize any potential losses. The successful individual will be required to be creative by designing strategies which acknowledge borrowers' circumstances and local influences but maintaining the primary objective of protecting the Bank.

The Head of Credit Recovery will be responsible for the identification, migration and active management of specified delinquent and non-performing loans, including those in collections. This should also include any loans that are identified as being at risk of becoming impaired in the short term. This role reports to the Head of Asset Remediation.

### Primary Responsibilities:

- Supporting the Head of Asset Remediation in developing the structure, systems, protocols and methodologies for stressed and distressed loan management and garnering approval for the same from the relevant stakeholders, including but not limited to the relevant Bank committees, Board and the BMA.
- Devising collections/ restructuring / workout strategies to minimize losses.
- Proactively oversee management of troubled loan relationships and other assigned cases, some of which may be highly complex in nature, in line with credit risk management objectives.
- Continue the development of performance metrics linked to the department's overall strategy.
- Ensuring, where possible, that the department works in harmony with other areas and share "lessons learned" with senior people from other departments to minimize future problematic loans.
- Assessing and developing existing team and recruit new talent as needed, providing leadership and communications to create a high performance culture.
- Develop relationships with external bodies such as property agents, lawyers and accountants to ensure real time knowledge of factors influencing strategies.
- Manage the Bank's reputational risk by ensuring any PR resulting from the department's activities is as positive as possible.
- Any other duties as reasonably requested.

### The successful candidate must have:

- A minimum of ten years' experience in lending, turnaround, workouts or restructuring.
- A minimum of five years' managerial experience.
- An undergraduate degree in business or finance is a requirement.
- Excellent communication skills, oral and written.
- Ability to handle multiple tasks competently and with accurate attention to detail.
- Ability to communicate effectively with borrowers at all levels and the Bank's executive management.
- Advanced skills in Microsoft Word, Excel and the ability to adapt to new technology and software.
- Exceptional analysis, planning and organizational skills. Must have "critical thinking" skills.
- Demonstrated ability to establish positive relationships and inspire trust in others.
- Demonstrated ability to provide strategic leadership as well as hands-on management when appropriate.

Clarien is an equal opportunity employer and offers a competitive compensation package commensurate with qualifications and experience.

Please submit a detailed cover letter and résumé no later than April 23<sup>rd</sup>, 2021 to:

**Human Resources Department**  
**19 Reid Street, Hamilton HM 11**  
**P.O. Box HM 665, Hamilton HM CX**  
**Email:** jobs@clarienbank.com  
**Fax:** + 441 296 7701

www.clarienbank.com | 441 296 6969

Head Office: 19 Reid Street, Hamilton HM11, Bermuda | Paget Plaza: 161 South Road, Paget DV04, Bermuda

We sincerely thank all applicants for their interest. Only those candidates under consideration will be contacted.

Clarien Bank Limited through its wholly owned subsidiary companies is licensed to conduct bank, investments and trust business by the Bermuda Monetary Authority.