

Chief Information Officer

Responsible for the implementation, development, and management of the Bank's technology infrastructure as well as the strategic technology plan for the Bank. Manages the overall direction of shared application development, distributed architecture, and software. Provides overall direction for technological research and development and migration into production systems.

Principal Accountabilities

- Provide all employees with top quality, consistently available computer service, support training and maintenance of all computer systems used throughout the Bank.
- Oversee the Information Technology function of the Bank, including liaison with third-party vendors, including Network and core processors, in association with the CEO.
- Review innovations in the banking industry and evaluate their practicality and effectiveness. Direct research into new products and/or concepts that could increase operating efficiency, profits and/or market share.
- Oversee development and execution of new product development within the Bank's go-to-market strategy and within regulatory requirements.
- Responsible for design, execution, and testing of Disaster Recovery.
- Oversee IT management to maintain new IT programs, including risk assessments, software changes, contingency planning, user access, and incident response.
- Develop, recommend, and maintain policies, procedures, and programs to reflect changes in law and regulations to minimize risk.
- Represent the Bank in contacts with business and trade associations, customers, and regulatory agencies as it pertains to technology issues both for the Bank itself or on behalf of the Bank's clients, as well as, for select credit requests where judgment of the portfolio company's technology is critical;
- Evaluate new equipment, software, and processes continuously, recommend changes as appropriate and supervise their installation.
- Maintain security of all data proprietary to the bank and provide for the complete backup of all computer systems in case of system failure or disaster.

Knowledge & Experience / Qualifications

- Minimum of a bachelor's degree in finance or computer science-related field and at least 20+ years of increasingly diverse or complex applications in information technology.
- MBA and/or significant experience in a consumer and commercial finance environment are strongly preferred.
- Deep understanding of information technology, hardware, and software implementation.
- Ability to form effective relationships and achieve influence at the most senior level in the organization and with external vendors.
- Communication and interpersonal skills, including the capacity to articulate the case for sound information technology practices in the language of business.
- Established information technology acumen.
- Understand and interpret complex business and regulatory requirements.
- Ability to make robust/tough decisions, which may be contrary to the businesses wishes.
- Working across all levels of the organization to understand cross-functional linkages and interdependencies, as well as the implications of risk and regulations at both a strategic level and at the business unit level.
- Proven ability to prioritize competing demands.



- Demonstrated ability to assess technology, hardware, and software trends, both internally and externally.
- Strong leadership and management ability, developing and motivating direct reports.
- Ability to drive change in a new environment.
- Developing and retaining critical talent and building an effective leadership team.

The hiring range for this position is \$200,000 to \$250,000 per year. The base pay actually offered will take into account internal equity and also may vary depending on the candidate's job-related knowledge, skills, and experience, among other factors. A bonus and/or incentives may be provided as part of the compensation package, in addition to the full range of medical, dental, vision, 401k, and other benefits.

Piermont Bank is an equal-opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We do not discriminate based upon race, religion, color, national origin, political affiliation, gender (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability or other applicable legally protected characteristics.