

Commercial Loans Resolution Manager - Job Standards

Job Standards include: (Note: this is a representative list only - complete list provided with purchase)

KNOWLEDGE OF WORK:

- Understands all aspects and risks of commercial lending including: indirect dealer paper, operating lines of credit, machinery and equipment financing, agricultural operations, retailing, franchising, manufacturing, real estate ventures, commercial land and housing developments and others.
- Understands the unique economic, climatic, seasonal, and regulatory operating environment of the commercial business sector and how to recover and collect commercial loan balances, as well as how to better secure sub-standing, non-conforming and doubtful commercial loans.
- Knows the organization's policy requirements and the regulatory requirements for commercial lending; how to assess the accuracy, reliability, and appropriateness of each document, procedure, collateral security, and monitoring practices involved in each individual loan; and how to initiate recovery procedures in order to reduce or eliminate the organization's loss exposure.

QUALITY OF WORK:

- Maintains complete and accurate records of loan risk assessment checks and procedures, including on-site visitations and observation of business practices prior to granting credit. Reviews Business Plans, assesses the current market value of collateral pledged, reviews the financial statements and subsidiary records to project future business and cash flow prospects.
- Assists in the preparation of Quality Control procedures and manuals that establish, in writing, the quality control standard methods and procedures for the commercial lending functions of the organization.
- Works with the appropriate agencies, governmental departments, real estate and business brokers, insurance brokers, and other appropriate local, state and federal entities and agencies to develop ways and means of recovering potential losses through work-out plans, foreclosure, repossession, receivership/or interim management, and other recovery methods.

QUANTITY OF WORK:

- Develops and maintains an effective monitoring system that provides immediate information on commercial loans in difficulty, status of workout initiatives, deadline dates for specific recovery actions, responsibilities assigned, dollar amounts involved, as well as a precise schedule of dates for filing or registering appropriate legal forms, notices, liens, and so forth.
- Invests time and effort in becoming informed about new and proven business practices and techniques, as well as general business trends, commodity prices and prospects and other issues related to commercial business operations and financing.
- Develops a pro-active approach to resolving non-performing and non-conforming commercial loans. Plans each day's activities to ensure maximum productivity, the prudent utilization of recovery methods.
- Maintains a visible presence, which includes periodic visits to the commercial venture site, meetings with principals and owners, and other activities to monitor the condition of the borrower's collateral and general operation of the commercial business entity.

PROBLEM ANALYSIS/RESOLUTION:

- Regularly examines, in detail, the operational policies and practices of the organization that impact this particular job.
- Observes how the organization utilizes technology and how it utilizes people in its production and delivery system and develops improvements to resource utilization.
- Develops cost/benefit reports on selected operational functions to determine the most efficient and effective methods of operating these functions currently, and into the future.
- Involves people in problem analysis/resolution to improve their problem-solving methods and skills.