



Employee Health, Dental, and Vision coverage + up to 7% retirement match. Join a credit union that's growing!

Compass Credit Union is seeking an experienced and strategic **Vice President of Lending** to lead and grow our consumer, indirect, and residential lending programs. This role is responsible for driving lending performance, developing teams, and ensuring an exceptional member experience across all lending channels.

As we continue to expand in **Michigan** and **Florida**, we're looking for a strong leader who can drive results, build relationships, and help shape the future of our lending operations.

What You'll Do:

- Lead and grow all lending operations including consumer, indirect, mortgage, and collections
- Develop and execute strategies to increase loan growth, profitability, and market share
- Build and maintain strong relationships with members, partners, and third-party vendors
- Oversee lending and member solutions teams, including hiring, coaching, and performance management
- Ensure compliance with all lending regulations and credit union policies
- Monitor portfolio performance, risk, and delinquencies while driving improvements
- Partner with marketing and leadership to support business development and member growth
- Use data and reporting to guide decisions, improve performance, and support strategic goals
- Represent the credit union in the community and support business development efforts

What We're Looking For:

- 10+ years of progressive lending leadership experience (credit union experience preferred)
- Strong knowledge of consumer, mortgage, and indirect lending, as well as collections
- Proven leadership, coaching, and team development skills
- Experience with lending regulations, compliance, and risk management
- Strong analytical, strategic thinking, and decision-making abilities
- Excellent communication and relationship-building skills

Why Join Compass?

We offer competitive pay and a strong benefits package designed to support your health and future:

- **Medical coverage** – a traditional health plan with predictable copays and a provider network
- **Health Savings Account (HSA) option (Michigan residents only)** – a tax-advantaged account you can use for qualified medical expenses
- **Free vision coverage for employees** (cost share available for spouses and dependents)
- Dental insurance
- Short-term disability coverage
- Voluntary life & AD&D insurance
- **Dollar-for-dollar discretionary retirement match up to 7%**
- **Free financial advising** to help plan for your future

Join a team that values leadership, innovation, and helping members succeed financially!