



POSITION POSTING

POSITION: Chief Executive Officer (CEO)

DATE: May 27, 2025

REPORTS TO: Board of Directors

HEADQUARTERS: Staunton, VA

ABOUT US

Farm Credit of the Virginias, a rural lending cooperative headquartered in Staunton, VA, is one of the most experienced rural real estate and agricultural lenders in the Southeast. It operates 22 offices covering 96 counties throughout Virginia, West Virginia and western Maryland. Our team of nearly 200 understands the needs of farmers, agribusinesses and rural homeowners because they live and work in the areas they serve. With over \$2.3 billion in assets, Farm Credit of the Virginias has the ability to serve its marketplace and has a tremendous runway for growth.

Farm Credit of the Virginias is part of the Farm Credit System, a nationwide network of borrower-owned lending institutions and specialized service organizations. The Farm Credit System provides loans, leases, and related services to farmers, ranchers, rural homeowners, aquatic producers, timber harvesters, agribusinesses, and agricultural and rural utility cooperatives and has more than \$400 billion in assets.

Farm Credit of the Virginias' **Mission** is to support the success of our customer-owners as an engaged partner in agriculture and our rural communities through our values of Excellence, Passion, Integrity and Collaboration.

Established in 1916, as part of the nationwide Farm Credit System, Farm Credit of the Virginias has maintained long-standing traditions of independence, strength, stability and service in meeting the financing needs of customer owners, whether for real estate, operating equipment, livestock funds or agribusiness needs. Throughout the Farm Credit of the Virginias' history, the dedication of the Board of Directors and team members to these qualities has enabled the Association to succeed at its primary purpose: to provide competitive loan products, a fair return on the stockholders' investment, and to preserve the safety of that investment.

The Board of Farm Credit of the Virginias is currently seeking the CEO to lead this vibrant organization into the future.

POSITION PURPOSE

In collaboration with the Board of Directors, the CEO is responsible for the overall operation of the Association with the objective of providing value-added financial services to member/owners on a profitable, competitive and financially sound basis. She / he will also represent the Association to the community, financial community, and Association membership. The CEO is accountable for strategic planning, implementation, control and achievement of the Association business plan objectives; develops and maintains organizational structure, competent personnel, and plans for management succession; coordinates major activities through subordinates; approves budgets, appropriations, studies and reports; and evaluates company-wide operations. Develops Association strategy.

The CEO will develop supervisory controls and present reports to the Association Board and provide executive leadership and direction to the operating units consistent with safe and sound business practices; local Board policies; compliant with the financing agreement with the funding bank (AgFirst Farm Credit Bank); FCA regulations; and federal, state and local laws. The CEO will foster a culture that promotes ethical practices, encourage individual integrity and fulfill its social responsibility.

KEY ACCOUNTABILITIES

Credit & Lending Leadership <ul style="list-style-type: none"> • Maintains risk management philosophy toward credit that supports the values and objectives of the Association within regulatory guidelines. • Ensures that appropriate policies, procedures, systems, and staffing are developed, implemented, and maintained to identify, measure, monitor, and control credit risks of the Association. • Contributes to the overall strategic objectives aimed at long-term sustainable growth and profitability.
Financial & Operations Leadership <ul style="list-style-type: none"> • Maintains a cost-effective association and manages the financial results measured by financial ratio goals as set forth in the annual and strategic business plan. • Accountable for accurate reporting of association accounting and operations, including budgeting, internal controls, and other tools of financial and accounting management in accordance with prescribed accounting principles.
Marketing & Business Development Leadership <ul style="list-style-type: none"> • Develops marketing and business plans and strategies in accordance with the mission objectives of the association. • Maintains a favorable business image by taking a leadership role in promoting the Association at the local, district, and national levels. • Ensures continued excellence of service to its membership and implements processes to support business growth, through customer and market definition.
Human Capital Leadership <ul style="list-style-type: none"> • Manages the human capital of the Association in accordance with related federal and state laws and regulatory compliance. • Assures a well-trained, developed, engaged, and appropriately compensated team capable of meeting the challenges of the Association goals. • Maintains a positive and ethical work climate that is conducive to attracting, maintaining, and motivating a diverse group of top-quality team members at all levels. • Develops and maintains a sound organizational plan and ensures management development and succession.

QUALIFYING CHARACTERISTICS

Education	Required: Bachelor's Degree in Business, Finance, or Agricultural Field or previous Farm Credit CEO Preferred: Master's Degree or certificate from a Banking School
Prior Work Experience	10 or more years of middle to upper-level management/administrative positions
Certifications	None
Other Skills & Abilities	Broad knowledge of agriculture
	Broad knowledge of credit and financing structure, complex financial structuring, and troubled credit resolution
	Management Skills including organization & planning, judgement/decision making, analytical, delegation and control, communication, interpersonal relationship development, and marketing
	Leadership Skills including ability to motivate, train, and develop employees, provide constructive feedback

	Ability to be assertive and decisive in arriving at sound business decisions which serve the best interest of customers and the Association
	Ability to communicate (written and verbal) effectively with all levels of the organization, including the internal team members and external contacts
	Positive & professional attitude and appearance
	Ability to travel extensively across the organization to carry out essential responsibilities of the job
	Contributes to building and leading a positive team atmosphere
	Mastery of Farm Credit Association policies and procedures

It is the policy of Farm Credit of the Virginias to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Farm Credit of the Virginias will provide reasonable accommodations for qualified individuals with disabilities.

NOTE ON THE SELECTION PROCESS

The Board of Directors of Farm Credit of the Virginias will be working with FCCS to manage the CEO selection process. Leading the process is Jay Lux, Vice President of Organizational Development at FCCS.

FINAL DATE FOR APPLICATION: June 27, 2025

Interested candidates should email a cover letter and resume to executiverecruiting@fccsconsulting.com.

If you have any questions, please contact Jay Lux, FCCS, at 651.982.4568 or jay.lux@fccsconsulting.com.