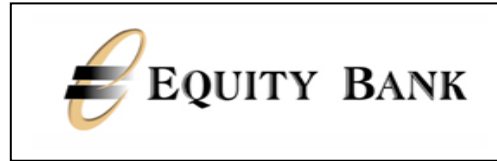


BSA AML Officer

Position: BSA AML Officer
Department: Audit & Compliance
Location: [Wichita](#), KS
Salary: FT Salary



Summary

Equity Bank is seeking a talented individual for the position of Bank Secrecy Act/Anti-Money Laundering (BSA/AML) Officer to coordinate and oversee systems and controls that not only maintain our compliance, but also proactively prevent and detect illicit financial activity.

This VP level role reports to the Chief Risk Officer and leads a team of compliance professionals. The BSA/AML Officer will also provide expertise to advise and guide the company in the evaluation and development of effective compliance internal controls, program governance, and process improvements. The successful candidate must have outstanding communication skills, an ability to anticipate and deliver on the needs of a fast-paced and innovative business, and the flexibility to simultaneously manage a wide range of projects.

Responsibilities and Expectations

1. Oversee and monitor an effective BSA/AML compliance program that is aligned with current industry best practice, regulatory guidance, and compliance practices, but not limited to monitoring for cash activity, suspicious transactions, and customer identification program ("CIP") and due diligence compliance as well as drafting and updating policies and procedures related to BSA/AML/OFAC compliance.
2. Direct BSA department staff in the course of their daily work regarding monitoring and reporting, ensuring staff is fulfilling all required functions in a timely, efficient, and effective manner in a fast-paced environment that is continuing to grow and scale.
3. Conduct BSA/AML/OFAC and ID Theft Risk Assessments as needed, and no less than annually, with consideration to products, services, customers, and geographies that may present BSA/AML/OFAC related risk; reporting such annually to management and the Board of Directors or a committee thereof.
4. Perform parameter tuning for the Bank's BSA/AML/OFAC software.
5. Review and update the BSA/AML/OFAC Policy and ID Theft Red Flags Policy no less than annually and submit them for Board approval.
6. Perform quality assurance reviews of work performed by the BSA Department staff to ensure the accuracy of work performed.
7. Maintain collaborative alliances with all Bank business lines to ensure appropriate BSA/AML/OFAC risks and red flags are identified and communicated prior to implementation of new/changed products and services.
8. Coordinate with the Training Department to ensure appropriate BSA/AML/OFAC compliance training for applicable staff throughout the Bank.
9. Coordinate appropriate training for BSA Department staff to maintain a high level of knowledge of BSA/AML/OFAC compliance.
10. Prepare reports for updates to Management Risk Committee and the Board of Directors, or a committee thereof, information regarding the BSA/AML/OFAC Program including but not limited to SARs filed, alert and CTR trends, high risk customers, risk assessments, status of any corrective actions taken related to identified

BSA AML Officer

compliance deficiencies, as well as industry trends and emerging risks.

11. Liaise with auditors/examiners during compliance audits/examinations.
12. Provide the CRO with periodic status reports to determine the extent of BSA/AML/OFAC compliance as well as operating efficiencies.
13. Perform special projects and additional duties and responsibilities, as required, and directed by the CRO.
14. Advise stakeholders of emerging risks, new or amended laws, regulations or agency guidance; recommend and implement changes and controls to mitigate risks, including those posed by any third-party relationships.
15. Ensure all required regulatory reporting is conducted in a timely, accurate, and compliant manner.

Required Skills & Education

- Bachelor's degree required or commensurate work experience.
- Minimum eight years' relevant experience in the financial services industry in BSA/AML related capacity or as a consultant or regulator, with a minimum of two years in a senior leadership compliance role.
- Extensive understanding of all BSA/AML and OFAC laws, regulations, and guidance.
- Ability to understand, interpret, convey, and implement the requirements of pertinent laws and regulations essential.
- Strong leader who displays the ability to supervise and provide direction to staff, delegate responsibilities appropriately and prioritize assignments.
- Exhibit the ability to work both independently and in a team-oriented environment.
- Strong analytical capability and ability to identify potential concerns, recommend operational improvements to management and initiate action.
- Excellent communication (verbal and written), organizational, and follow-up skills necessary.
- Able to communicate highly technical compliance-related information in a usable manner.
- Ability to negotiate and collaborate with others, initiate action, adapt to change and accept challenging assignments essential.
- Proficient in BSA/AML Software, as well as Microsoft Office Suite software, including but not limited to Word, Excel, and Outlook. Global Vision software experience preferred.
- Deep understanding of the financial services industry is required.
- Demonstrated ability to build and lead an effective, cohesive, and collaborative team.
- Well-developed skills in leadership, influence management, business advocacy, communication, and training; ability to think and act strategically and tactically.
- Experienced in executive, board, and regulatory level reporting, in addition to managing regulatory expectations within financial services.
- Strong focus and record of execution, with the ability to devise, own and drive compliance metrics.
- Strong interpersonal and communication skills with the ability to influence at all levels of the organization, while being able to simplify complex topics for understanding and critical decision making.
- Ability to organize, prioritize, and lead multiple deliverables simultaneously.
- Strong intellectual curiosity to expand and further develop an existing compliance toolkit.
- Ability to balance compliance risk with business opportunities, with the agility to meet changing business needs.

BSA AML Officer

The above statements are intended to generally describe the nature and level of work to be performed by most people assigned to this job. It is not intended as an exhaustive list of all responsibilities, duties, and requirements.

Physical Requirements

This position requires standing, walking, bending, and squatting on a regular basis. May require the ability to stoop, kneel, crouch or reach with hands and arms. Requires the ability to carry, lift, move or push up to 25 pounds on an occasional basis. Must be able to talk and listen to others.

Work Environment

This position regularly works in an office setting. Most of the job duties require the employee to be working with computers and electronic media on a regular basis.

Equity Bank is an equal opportunity employer and will not make employment decisions based on an applicant's race or skin color, national origin or ethnicity, religious beliefs, age, sex, physical or mental ability.