



Loan Officer

Job Summary

Outdoor Bank is a fast-growing, family-owned Kansas bank seeking a motivated and relationship-driven Loan Officer to join our Overland Park team. This role is ideal for a candidate with 3–5 years of experience in commercial credit analysis or commercial lending who is passionate about maintaining strong credit quality while building and managing a high-performing loan portfolio aligned with the bank’s strategic and financial objectives. This position will actively manage an existing \$30MM (plus) book of business.

The Loan Officer will play a key role in driving growth by collaborating with deposit partners to generate new business and expand existing consumer and commercial relationships. Success in this position requires a strong commitment to client experience, sound credit judgment, and the ability to foster effective partnerships across disciplines.

Our culture is grounded in three core values: Integrity & Accountability, Collaboration & Teamwork, and Communication & Transparency. We do what’s right, take ownership of our actions and outcomes, and hold ourselves to high standards of professionalism and service. We work together across the organization, leveraging each other’s strengths to achieve shared goals, while communicating openly, proactively, and honestly to build trust with both colleagues and customers.

If you are looking for your next opportunity in lending with a community-focused, values-driven organization, we would love to connect with you.

[Loan Officer - Overland Park, KS - Indeed.com](#)

Duties & Responsibilities

- Serves as a visible professional in the community to further enhance the Bank’s image and develop additional business for both deposit and loan activities.
- Demonstrates a working knowledge of ag, commercial, and consumer lending (as applicable).
- Adheres to the lending policy and all its provisions relative to the relationships and the credits within their individual portfolio.
- Regularly attends Regional Loan Committee and presents Loan Requests in Executive Loan Committees as necessary.
- Collaborates with Loan Administration partners regarding document preparation, processing and servicing, post-closing document review and imaging, as well as payoffs, escrow accounting, draw request, balancing, disbursing loan funds.
- Monitors performance of the individual loan portfolio, including payment performance, covenant compliance, risk rating accuracy, and other credit quality considerations.
- Coordinates with team members on the collection and liquidation activities, working with internal and external resources to maximize recovery on troubled loans.



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- Stays current on banking regulatory changes, monitors industry best practices and economic trends, provides updates to other members of the team and ensures that current practices and policies are compliant and appropriate to changing conditions.
- Demonstrates and maintains proficiency with loan software applications.
- Demonstrates compliance with applicable laws and regulations for applicable job responsibilities, including but not limited to: Bank Business Ethics and Conduct policy, Employee Handbook, Bank Secrecy Act, Anti-Money Laundering, Information Security, Suspicious Activity Reporting requirements, and all lending related laws and regulations.
- Partners with appropriate branch/deposit partners to generate new and expand existing consumer and corporate deposit relationships.
- Completes all required compliance training on an annual and/or as needed basis.
- Adheres to Bank policies and procedures.
- Demonstrates the ability to work with regulators and external auditors, as needed.
- Performs other duties as assigned.

Competencies & Skills

- Ability to effectively analyze borrower's credit quality and repayment capacity including but not limited to borrower's leverage and cash flow.
- Working knowledge of effective and efficient loan operations and sound credit principles.
- Written and verbal communication skills sufficient to write thorough Loan Approval Summary memos, communicate effectively with customers and internal partners, and present confidently to small groups.
- Functional knowledge of Laser Pro documents.
- Demonstrated ability to use spreading software.
- Familiarity with Jack Henry Core Operating System.

Interpersonal Skills & Cooperation

- Exhibits strong interpersonal skills to include a cooperative spirit, positive attitude in all interpersonal relationships with colleagues, managers, and subordinates.
- Contributes to a professional working environment with respect to individual roles and responsibilities.
- Communicates problems and concerns in a respectful and constructive way.
- Demonstrates respect and models Outdoor Bank's Code of Ethics and Core Values.
- Builds rapport and trust with colleagues across the organization by being approachable and responsive to needs.
- Champions Outdoor Bank's brand, culture, and core values.

Work Environment

This position always works in an office setting. To fulfill the job responsibilities, the employee will generally be onsite at their designated bank location. Most of the job duties require the employee to be working with computers and electronic media on a regular basis.