

PRESIDENT

Independent Community Bank

Central Kansas

Reports to Board of Directors / Ownership | Approximately \$150MM in assets | Two-office community bank

A well-established, profitable independent community bank is conducting a confidential search for its next President. This is a planned succession opportunity to steward a respected, relationship-driven institution with a strong team, disciplined credit culture, and loyal customer base. The successful leader will preserve what works while guiding thoughtful, sustainable growth.

The Opportunity

The President will provide strategic and operational leadership, partner closely with the Board and ownership, and remain visible and accessible to employees, customers, shareholders, and the communities served. The mandate is continuity with forward momentum - not a turnaround.

Key Responsibilities

- Lead strategy, operations, financial performance, governance, and long-term planning during a thoughtful leadership transition.
- Maintain a strong credit culture and prudent risk management across agricultural, commercial, residential real estate, and consumer lending.
- Lead, coach, and develop an experienced team of approximately 14 employees; reinforce trust, accountability, service, and collaboration.
- Strengthen customer and community relationships through visible leadership, personal service, accessibility, and local decision-making.
- Identify disciplined growth opportunities while protecting the bank's culture, reputation, asset quality, and financial strength.

Candidate Profile

- Executive or senior leadership experience in a community bank or comparable financial institution; prior President, Market President, Chief Lending Officer, or senior lender experience preferred.
- Meaningful agricultural and commercial lending experience, strong credit judgment, and demonstrated success balancing growth with risk discipline.
- Working knowledge of bank operations, compliance, regulatory expectations, and Board partnership.
- A record of developing people, building trust, communicating clearly, and making sound decisions.
- High integrity, humility, emotional intelligence, accountability, and a servant-leader mindset. Bachelor's degree preferred; advanced banking education is a plus.

Success in the Role

Success will be measured by a smooth leadership transition; preservation of the bank's culture and relationship-driven model; continued profitability and financial strength; sound credit quality and portfolio growth; employee retention and development; strong Board alignment; and trusted, visible leadership.

CONFIDENTIAL INQUIRIES | Please submit a resume or referral to Cornerstone Executive Search.

To apply for this position, please send resume or referrals to:



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